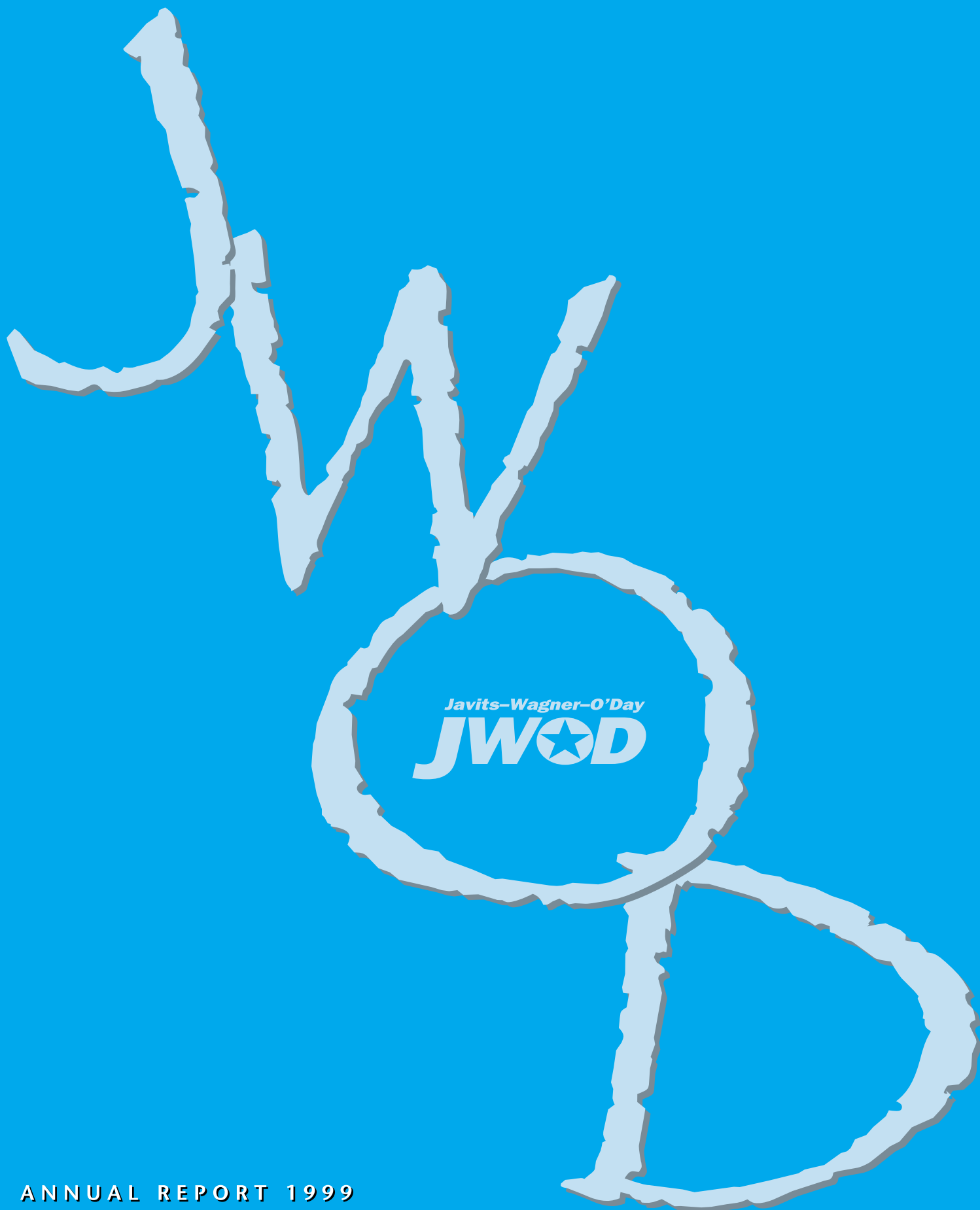


# Committee for Purchase from People Who Are Blind or Severely Disabled



ANNUAL REPORT 1999

## CHAIRPERSON'S MESSAGE

FY 1999 marks my last full year as Chairperson of the Committee, a responsibility I have found as rewarding and challenging as any in my Federal career. Consequently, this message to introduce the Committee's report on the last fiscal year of the millennium would be particularly important to me even if FY 1999 hadn't brought with it unprecedented developments in the life of the Javits-Wagner-O'Day (JWOD) Program. In fact, FY 1999 was a ground-breaking year, as the JWOD Program continued its struggle to stay viable in the fluid world of Federal procurement. We succeeded overall, but encountered major obstacles in some areas.

As in recent years, the challenges were most evident with regard to common-use products (such as office, cleaning, and medical supplies) that can be purchased from commercial vendors selling through stores, catalogs, and the Internet. The use of purchase cards by Federal employees without acquisition backgrounds has continued to erode sales of such products, as cardholders unknowingly buy items that are essentially the same as Skilcraft and other JWOD supplies from commercial vendors. This translates into less work for people who are blind or have other severe disabilities.

In mid-July another challenge came our way. Acknowledging Federal customers' increasing preference for other supply sources, the General Services Administration (GSA) announced

that it would close its depots, which had distributed JWOD products to Federal customers for over 50 years. Almost immediately GSA orders of JWOD products—the mainstay of many organizations serving people who are blind—dropped precipitously, causing layoffs and reductions in hours.

The good news is that the Committee, NIB, and NISH, working with the nonprofit agency community and Federal JWOD advocates, pulled together to accelerate and expand initiatives already underway and start up others. Extra resources were devoted to marketing the Program and working with commercial distributors, while a project to launch an e-commerce site ([www.jwod.com](http://www.jwod.com)) went into high gear. In addition, GSA Administrator Dave Barram promised to work with the JWOD community to help it weather the storm. By year's end, the future, while far from certain, appeared considerably less bleak than was the case two months earlier.

FY 1999 also witnessed more changes within the JWOD team ranks. Jim Gibbons joined NIB as its President and CEO, marking the first time a person who is blind has held that critical post. Working with Kevin Lynch, who performed admirably as Interim NIB President for eight months, Jim quickly showed himself to be a team player and a savvy leader who understands the need to adapt to and anticipate change.

In the loss column, we bid farewell to Hugh Brennan, the



Department of Commerce representative since 1984, Suzanne Seiden, our Department of Labor colleague since 1994, and Don "Smoke" Hickman, who represented the Navy for almost two years. We also prepared to say good-bye in early 2000 to Bev Milkman, our outstanding Executive Director since 1988.

Because the unemployment rate among people with disabilities remains unacceptably high, our work is far from done. Together, we can continue to make a difference in the year 2000 and beyond!

A handwritten signature in dark ink, reading "Gary J. Krump". The signature is written in a cursive, flowing style.

Gary J. Krump  
Chairperson

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# COMMITTEE FOR PURCHASE FROM PEOPLE WHO ARE BLIND OR SEVERELY DISABLED

## 1999 ANNUAL REPORT

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## COMMITTEE RESPONSIBILITIES

In accordance with the legislative history of the Javits-Wagner-O'Day (JWOD) Act (41 U.S.C. 46-48c), the Committee's mission is to use the purchasing power of the Federal Government to provide people who are blind or have other severe disabilities with employment and training that will develop and improve job skills as well as prepare them for employment options outside the JWOD Program. The Committee's primary means of achieving this objective is to direct the Government to procure commodities and services provided by nonprofit agencies employing such persons. Among the major functions carried out by the Committee are:



- Determining which commodities and services are suitable for provision by nonprofit agencies employing persons who are blind or have other severe disabilities, and providing information on such items to Federal personnel through various publications and other means.
- Determining fair market prices for these commodities and services and revising prices in accordance with changing market conditions.
- Assisting Federal agencies to expand procurement from organizations participating in the JWOD Program, and monitoring the compliance of both with Committee regulations and procedures.

Another major responsibility of the Committee is to designate, establish fee ceilings for, and provide guidance to central nonprofit agencies which help State-operated and private nonprofit agencies participate in the JWOD Program. The Committee has designated National Industries for the Blind (NIB) and NISH to provide such assistance.

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## NIB/NISH ROLES

NIB and NISH are independent private organizations, not Federal entities. Each of the 631 State and private nonprofit agencies participating in the JWOD Program at the end of FY 1999 is associated with either NIB or NISH. Major functions carried out by NIB and NISH in conjunction with the JWOD Program are:

- Allocating Government orders for JWOD items among nonprofit agencies.
- Assisting nonprofit agencies to develop new JWOD items for the Committee's consideration; calculate proposed JWOD prices; address production/service provision problems; and comply with Committee regulations.
- Evaluating nonprofit agencies' capabilities to provide specific commodities and services.

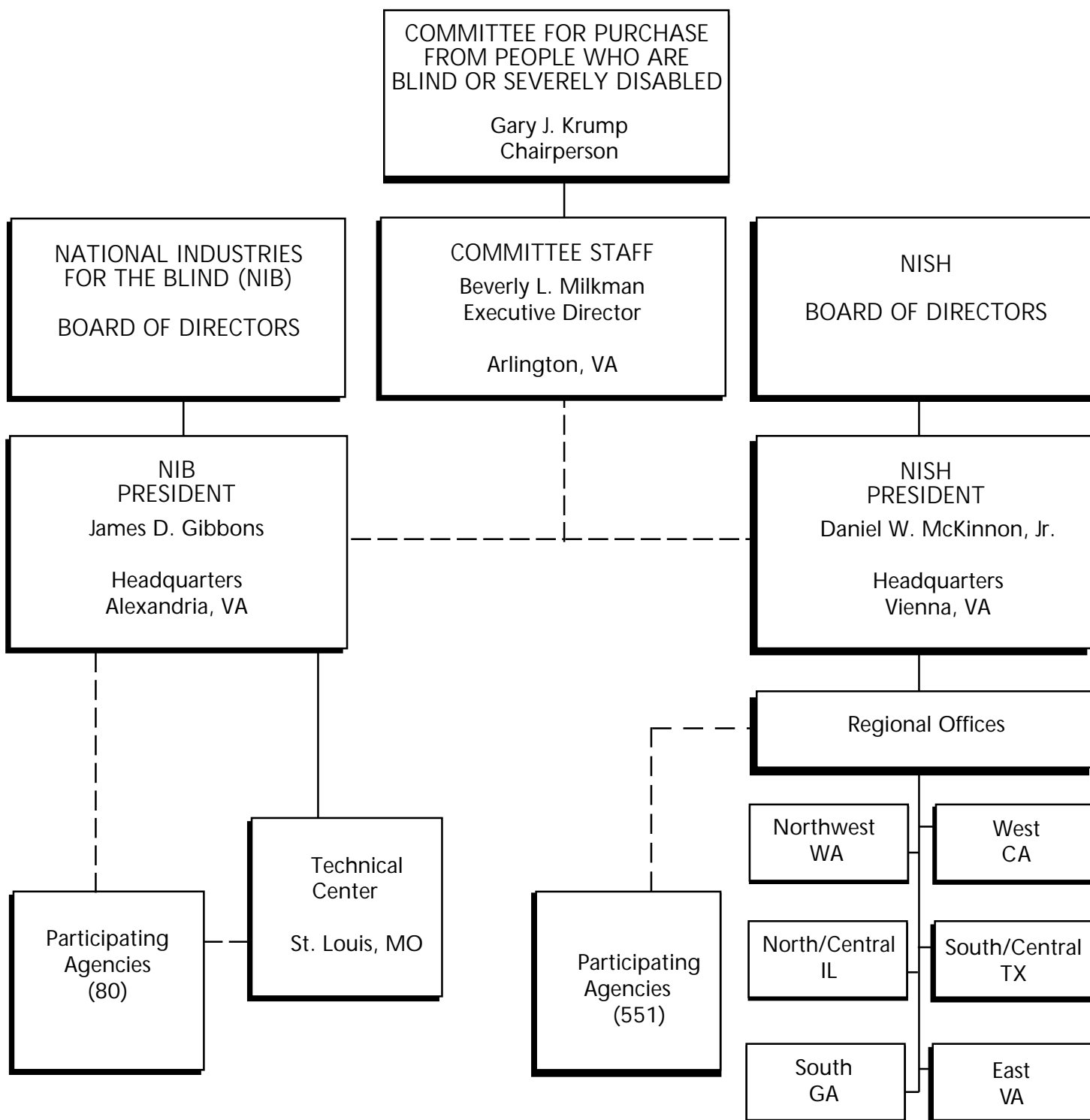


NIB and NISH are also responsible for obtaining from Federal contracting activities item procurement histories and other information required by the Committee.



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## **JWOD** ORGANIZATIONAL STRUCTURE / FISCAL YEAR 1999



## COMMITTEE MEMBERS

Committee members are appointed by the President. Private citizens serve five-year terms and may be reappointed. Federal Government members serve for the period of time their agency designates them.



Gary J. Krump, *Chairperson*  
*Deputy Assistant Secretary*  
*for Acquisition and*  
*Materiel Management*  
Department of Veterans Affairs  
April 1994



Evelyn Jobe Villines, *Vice*  
*Chairperson*  
*Private Citizen—Obstacles to*  
*Employment of Persons with*  
*Other Severe Disabilities*  
April 1994



Timothy A. Beyland  
*Associate Deputy Assistant*  
*Secretary (Contracting)*  
Department of the Air Force  
July 1998



Hugh L. Brennan  
*Director, Office of Security*  
*and Administrative Services*  
Department of Commerce  
August 1984



RADM E. R. Chamberlin, SC, USN  
*Principal Deputy Director*  
Defense Logistics Agency  
Department of Defense  
July 1998



Deborah G. Groeber  
*Private Citizen—Nonprofit Agency*  
*Employees with Other Severe*  
*Disabilities*  
January 1996



RADM Donald E. Hickman, USN  
*Commander, Naval Supply*  
*Systems Command*  
Department of the Navy  
March 1999



Ira L. Hobbs  
*Deputy Chief Information Officer*  
Department of Agriculture  
October 1995



Kenneth J. Oscar  
*Deputy Assistant Secretary of the*  
*Army (Procurement)*  
Department of the Army  
November 1995



Frank P. Pugliese, Jr.  
*Commissioner, Federal*  
*Supply Service*  
General Services Administration  
July 1998



LeRoy F. Saunders  
*Private Citizen—Obstacles to*  
*Employment of Persons Who*  
*are Blind*  
March 1995



Fredric K. Schroeder  
*Commissioner, Rehabilitation*  
*Services Administration*  
Department of Education  
February 1995



Steven B. Schwalb  
*Chief Operating Officer, UNICOR*  
*Corporate Management*  
Federal Prison Industries  
Department of Justice  
November 1994



Suzanne B. Seiden  
*Acting Deputy Administrator*  
Wage and Hour Division  
Department of Labor  
November 1994



Donald H. Wedewer  
*Private Citizen—Nonprofit Agency*  
*Employees Who are Blind*  
April 1994



**D**uring FY 1999, the Committee held eight formal meetings, lasting approximately three hours each, with the exception of the full-day July meeting. Unless otherwise noted, the meetings were held at the Committee's office in Arlington, Virginia. The following list identifies key topics discussed at each meeting.

### OCTOBER 20, 1998

St. Louis, Missouri

NIB Annual Meeting

- Desktop Distributors
- Base Supply Centers
- Bundling/Cleaning in Leased Buildings
- NIB Marketing Plan

### DECEMBER 10, 1998

- Joint NIB/NISH Training
- PBS Janitorial Contracts
- DoD Counsel Opinion on Randolph-Sheppard and Military Mess Halls
- Federal Procurement Environment

### JANUARY 14, 1999

- DLA E-Mail
- FY 1998 Compliance Visits Report
- Expanded Use of Skilcraft Logo
- Duluth Settlement

### FEBRUARY 11, 1999

- NIB/NISH FY 1998 Achievements
- Proposed Randolph-Sheppard/JWOD Food Service Initiative
- JWOD and Greening of the Government Executive Order

### MARCH 11, 1999

- JWOD Medical/Surgical Products
- Results of PBS Customer Survey
- Nonprofit Agency FY 1998 Ratios
- Marketing JWOD Products to Military Bases
- E.R. "Dick" Alley Award

### MAY 17, 1999

Palm Desert, California

NISH Annual Training Conference

- Proposed DoD Randolph-Sheppard Legislation
- Nonprofit Agency Presentations on Ratio Problems
- JWOD Program Funding Subcommittee Report
- Authorization of NIB to Distribute JWOD Products

### JULY 15, 1999

Full day meeting at Defense Logistics Agency, Ft. Belvoir, Virginia

- Status of GSA Stock Program
- Distribution of JWOD Products Managed by GSA
  - JWOD Web Site/Distribution System
  - Authorizing Additional JWOD Distributors
  - GSA MAS Desktop Vendors
  - Base Supply Centers
- Marketing the JWOD Program
- Proposed Revisions to Committee Regulations

### SEPTEMBER 9, 1999

- JWOD Internet Ordering Site/JWOD Schedule
- Study on Benefits Derived from JWOD Service Contracts
- NIB/NISH 2000 Plans



*From left to right: (Front Row) Frank Pugliese, Admiral E. R. Chamberlain, Evelyn Villines, Deborah Groeber, Admiral Donald Hickman; (Back Row) LeRoy Saunders, Gary Krump, Donald Wedewer, Kenneth Oscar, Timothy Beyland.*

## MILESTONES

**A**s in previous years, the composition of the Committee changed in FY 1999 with the departure of three members: Hugh Brennan, Rear Admiral Donald Hickman and Suzanne Seiden. The JWOD community is always sorry to see members leave, but will remember the contributions they made in providing employment and training opportunities for people with disabilities.



*Executive Director Beverly Milkman presents a plaque to departing member Hugh Brennan.*

Of those who left the Committee in FY 1999, **Hugh L. Brennan** had served the longest. Brennan was appointed to the Committee in 1984 as the Department of Commerce representative. Early in his tenure, Brennan was instrumental in persuading Commerce to contract with a nonprofit agency to perform mailroom and other administrative services. This occurred at a time when these types of services were not as commonplace as they are today. And Brennan continued to look for other services within Commerce that could be performed by people with disabilities. Prior to leaving the Committee, Brennan moved to the Census Bureau where he is responsible for logistical support for the Census 2000. In this position, he has been instrumental in orchestrating communications between local Census offices and nonprofit agencies to establish requirements for Census 2000 that could be performed by people who are blind or severely disabled. Brennan also served on various Subcommittees and hosted several Committee meetings.

**Rear Admiral Donald E. Hickman** represented the Department of Navy during FY 1999. Although he was on the Committee for only a short time, Hickman assisted in the addition to the Procurement List of eight Servmarts (Navy base supply centers). Hickman also initiated funding for a website for all the Servmarts operated by nonprofit agencies under the JWOD Program, and arranged for JWOD representatives to make presentations on the Program to Navy staff with purchasing responsibilities.



The Committee also said farewell to **Suzanne B. Seiden**, who had represented the Department of Labor since 1994. During her five years on the Committee, Seiden assisted the JWOD community in reducing the time required to obtain wage determination rates for service contracts subject to the Service Contracts Act. She contributed significantly through participation in the Committee for Strategic Initiatives meetings and improved coordination between NIB and NISH in her role as Chair of the Subcommittee on JWOD Program Funding. Seiden acted as an advocate for the JWOD Program within the Department of Labor, which included hosting a JWOD Exhibit, and also promoted the Program through her contacts with Clinton Administration officials in the White House and other agencies. ♣



*Committee Chairperson Gary Krump with departing member Suzanne Seiden.*



## E. R. "Dick" Alley Award Recipient—Paul Denett

In March 1999, the Committee selected Paul Denett from the Department of Interior as the first recipient of the E. R. "Dick" Alley Career Achievement Award. The purpose of the award, which was created in 1998 to honor the Committee's longtime Deputy Executive Director, Dick Alley, is to recognize an individual for extraordinary achievement and consistent effort in utilizing the Federal procurement system to generate employment and training opportunities for people who are blind or have other severe disabilities under the Javits-Wagner-O'Day (JWOD) Program.

Paul Denett is currently the Director of Administration and the Senior Procurement Executive at the Department of Interior. With over 30 years of Federal procurement experience, Denett has few if any peers in terms of longevity as a JWOD Program advocate. His support of the JWOD Program began during his tenure at the Department of Agriculture. Convinced of the tremendous value of the JWOD Program to Federal customers and people with severe disabilities, Denett expanded his advocacy of the Program as his career progressed and he moved into senior management positions at the Department of Treasury and Department of Interior. Some of Denett's initiatives include: arranging numerous opportunities for JWOD representatives or products to be exposed to Interior staff; purchasing special JWOD products for conferences and awards; giving the Committee prime speaking time at Interior conferences; hosting a JWOD Program Product and Contract Fair; and establishing an annual JWOD cash award for Interior offices that have successfully instituted or demonstrated significant support for the JWOD Program. Denett voluntarily attends Committee meetings to stay abreast of new developments and issues. He was also instrumental in obtaining an invitation for the Committee to participate in the Federal Procurement Council, thereby providing access for the JWOD team to



*Award winner Paul Dennett (center) and Committee Vice Chairperson Evelyn Villines (right) during presentation of the E.R. "Dick" Alley Career Achievement Award by Secretary of the Interior Bruce Babbitt (left).*

discussions that help shape Federal procurement policy and implementation of that policy.

Denett's efforts have resulted in exemplary support for the JWOD Program from Interior officials and staff. More than 10 services have been added to the Procurement List since his arrival. Sales of JWOD products have also benefitted from his efforts, which include regular reminders to Interior purchase cardholders that JWOD supplies not only represent best value, but remain mandatory, despite the many changes in the federal procurement process.

It is because of Paul Denett's unwavering, broad range of support for the JWOD Program for many years that he was selected to receive the first E.R. "Dick" Alley Career Achievement Award, the highest honor the Committee bestows. The award was presented to Denett by Committee Chairperson Gary Krump at the NISH Annual Conference in Palm Desert, California, in May 1999. The award was represented to Denett by Committee Vice-Chairperson Evelyn Villines at a special ceremony at the office of the Honorable Bruce Babbitt, Secretary of the Interior, on July 28, 1999. ♣

## An expanding network for distributing JWOD Products: Base Supply Centers



*Government employee purchasing JWOD products in a Base Supply Center.*

As reported in the Committee's FY 1997 Annual Report, the preceding fiscal year had seen the inauguration of the Javits-Wagner-O'Day (JWOD) Program's Base Supply Center (BSC) initiative. The BSC initiative stemmed from perceived needs by both the military and the JWOD community. Base Supply Centers (also known as Servmarts, base supply stores, and self-service supply centers) were historically operated by Department of Defense (DOD) personnel. Depending upon the service and the functions performed by the particular base, each BSC carried a range of office, maintenance, safety, and food service supplies to meet the mission-related needs of DOD employees.

By the mid-1990's, the military wanted to move Government personnel from activities like running BSCs to more critical

functions. At the same time, JWOD proponents welcomed the opportunity to assure the continued distribution of JWOD products by taking over the operation of BSCs. The JWOD team feared that closure of the BSCs would lead base personnel to turn to local retailers to meet their needs: retailers offering commercial items essentially the same as JWOD products. Purchases of such commercial items would deprive people with disabilities in approximately 60 nonprofit agencies of jobs that would have been generated by sales of JWOD products. In addition, the JWOD team recognized the potential to employ people with severe disabilities at the BSCs.

No one, however, expected the explosive growth that has characterized the BSC experience. Similarly, no one expected to discover that many of the existing military-run BSCs carried only a

limited range of Skilcraft and other JWOD products. As a result of both the rapid expansion of JWOD-operated BSCs and the JWOD BSC operators' dedication to stocking as many JWOD products as feasible, the FY 1999 JWOD employment and sales data presented are far greater than would have been the case in the absence of the BSC initiative.

By the end of FY 1999, the number of JWOD-operated BSCs had grown from the four in place in FY 1996 to over 80 in 40 states, Guam and Puerto Rico. These BSCs are operated by 22 JWOD nonprofit agencies: 18 associated with NIB and four linked to NISH. In some cases, the nonprofit agency also operates the base's individual equipment element (IEE) facility, which furnishes clothing and other products used by military personnel.

As noted above, the primary goal of operating BSCs under the JWOD Program is to provide a distribution channel for Skilcraft and other JWOD Products, while meeting the supply needs of base personnel. Data reported by the 22 nonprofit agencies running BSCs reflect total JWOD products sales of over \$28 million during FY 1999. Those sales represent over 28% of all sales at the BSCs. (These figures do not include IEE sales, since that is a separate operation with minimal JWOD stock.)

In recent years, JWOD sales have represented between 20% and 30% of GSA's office and general products stock program sales. Such products are comparable to those sold in most BSCs.

*continued on page xx*

## JWOD IMPACT BY STATE

STATE	JWOD WORKERS	JWOD DIRECT LABOR HOURS	JWOD WAGES
ALABAMA	386	489,344	\$3,277,789
ALASKA	149	138,573	\$1,366,744
ARIZONA	671	361,156	\$2,572,438
ARKANSAS	223	227,277	\$1,297,644
CALIFORNIA	2,047	2,214,114	\$18,949,892
COLORADO	524	366,784	\$2,430,112
CONNECTICUT	462	235,428	\$912,717
DELAWARE	17	6,230	\$45,873
D. C.	809	637,387	\$5,011,506
FLORIDA	1,449	1,415,610	\$9,223,329
GEORGIA	923	866,346	\$5,355,539
GUAM	9	7,438	\$50,660
HAWAII	243	229,576	\$1,528,488
IDAHO	804	257,191	\$1,855,599
ILLINOIS	1,004	923,102	\$7,554,522
INDIANA	454	291,941	\$1,228,847
IOWA	67	63,407	\$422,722
KANSAS	196	176,559	\$1,100,278
KENTUCKY	227	149,558	\$1,051,821
LOUISIANA	546	514,019	\$3,175,065
MAINE	140	135,798	\$891,541
MARYLAND	1,666	1,588,689	\$11,959,206
MASSACHUSETTS	435	311,566	\$2,268,362
MICHIGAN	855	683,718	\$4,543,069
MINNESOTA	962	871,645	\$6,068,902
MISSISSIPPI	830	784,508	\$5,278,561
MISSOURI	601	384,084	\$2,294,304
MONTANA	140	95,269	\$285,288
NEBRASKA	242	177,638	\$969,549
NEVADA	134	107,295	\$890,414
NEW HAMPSHIRE	39	19,338	\$175,289
NEW JERSEY	345	428,253	\$2,387,350
NEW MEXICO	688	416,647	\$3,094,782
NEW YORK	1,532	1,261,855	\$14,018,506
NORTH CAROLINA	1,053	910,414	\$6,413,852
NORTH DAKOTA	227	158,845	\$904,922
OHIO	884	615,194	\$4,856,903
OKLAHOMA	604	305,147	\$2,006,280
OREGON	426	314,423	\$2,881,838
PENNSYLVANIA	1,422	899,235	\$4,252,340
RHODE ISLAND	239	179,190	\$1,606,219
SOUTH CAROLINA	832	400,986	\$2,491,197
SOUTH DAKOTA	275	279,068	\$1,698,879
TENNESSEE	444	259,390	\$1,619,851
TEXAS	2,978	2,894,224	\$19,107,265
UTAH	231	194,050	\$1,281,913
VERMONT	7	7,211	\$61,352
VIRGINIA	2,307	2,172,964	\$15,267,311
WASHINGTON	909	780,830	\$6,291,421
WEST VIRGINIA	251	313,704	\$2,420,910
WISCONSIN	842	764,456	\$4,026,904
WYOMING	48	53,771	\$384,251

## JWOD EMPLOYMENT

### Direct Labor Hours

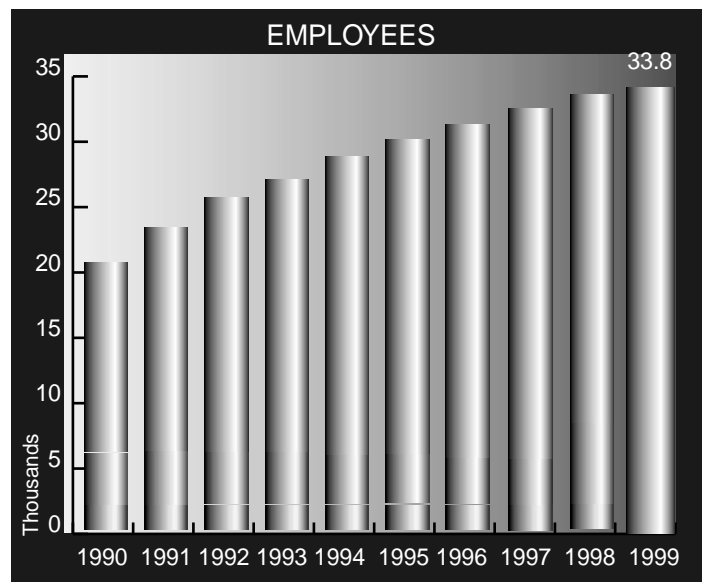
During FY 1999, direct labor hours worked on JWOD projects by people who are blind or have other severe disabilities increased once again, reaching a record **28,340,444**. Of this amount, approximately 24.4 million hours (86 percent) were reported by agencies serving people with a range of severe disabilities associated with NISH. The remaining 3.9 million hours (14 percent) were performed in agencies serving people who are blind associated with NIB. The agencies associated with NISH registered an increase over FY 1998 of 8 percent, while NIB associated reported an increase over FY 1998 of nearly 3 percent. This is the third straight year in which NIB agencies reported an increase.



### JWOD Employees Who Are Blind or Have Other Severe Disabilities

**D**uring FY 1999, **33,798** individuals who are blind or have other severe disabilities worked on JWOD contracts. This represents an increase of 234 individuals or .7 percent over the total number employed through the JWOD Program in FY 1998.

Of the 33,798 individuals, 30,179 (in excess of 89 percent) were employed by organizations affiliated with NISH. The NISH figure is approximately 2 percent higher than last year, for a net gain of 351. Agencies affiliated with NIB experienced a slight decrease in persons employed in the JWOD Program. In FY 1999, NIB agencies provided jobs for 3,619 individuals who are blind, a decrease of 117 persons or approximately 3 percent from FY 1998.



## Direct Labor Wages



Among the most impressive aspects of the JWOD Program is the amount of income it generates for people who are blind or severely disabled. During FY 1999, such individuals employed in direct labor on JWOD contracts received **\$201.1** million in wages, an increase of approximately 12 percent over FY 1998. Consistent with the distribution of employees in organizations associated with NISH and NIB, persons working NISH-associated agencies received \$175.5 million or 87 percent of total JWOD wages. Individuals who are blind performing JWOD direct labor in organizations associated with NIB earned \$25.6 million in wages last year.

Both groups of organizations experienced overall increases in wages from FY 1998 to FY 1999. In NISH's case, the increase was approximately 12 percent, while in NIB's case, the associated agencies reported an increase of just under 10 percent.

## Direct Labor Average Hourly Wage



The average hourly wage paid to JWOD direct labor employees again increased. For FY 1999, the average was **\$7.10**, surpassing FY 1998's record by \$.29 or in excess of 4 percent. The FY 1999 average wage exceeds the Federal minimum wage of \$5.15 an hour by almost 38 percent.

Individuals working for agencies affiliated with NISH averaged \$7.19 an hour, an increase of nearly 4 percent over FY 1998. Persons employed by organizations associated with NIB earned an average of \$6.54 an hour, up almost 6 percent from last year. The difference in the NIB and NISH average wage figures is due in large part from the wage requirements of the Service Contract Act.

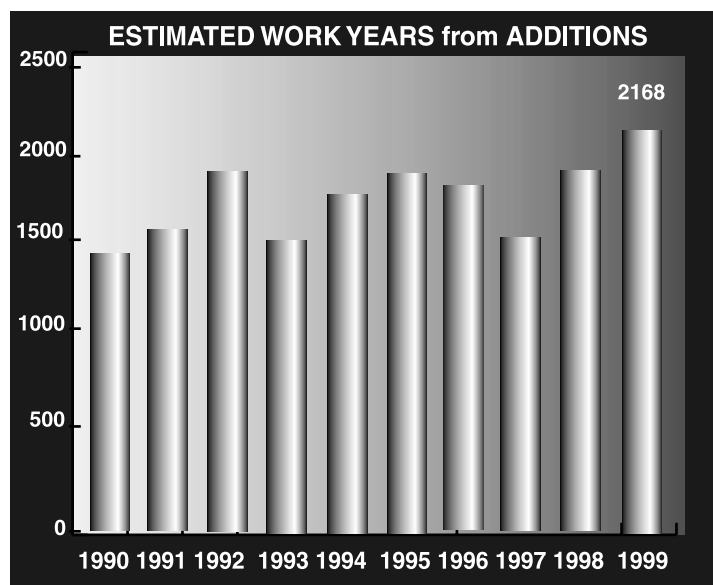


## JWOD ADDITIONS

### Estimated Number of Work Years Created from Additions to the Procurement List

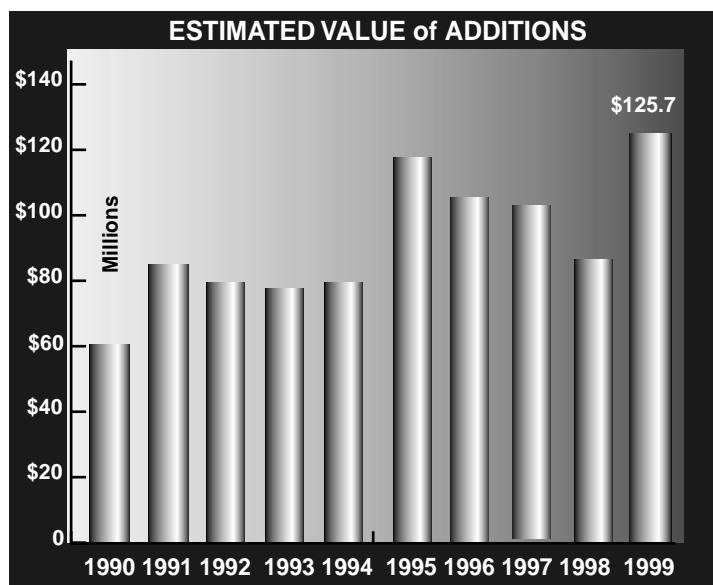
In FY 1999, additions to the Procurement List are expected to generate **2,168** work years (2000 hours of work) for people who are blind or have other severe disabilities. This figure includes jobs expected to be created as a result of line extensions for products already on the Procurement List and work generated through the GSA Basic Ordering Agreement (BOA) for temporary administrative services. Together, these categories accounted for 452 of the total work years added, including 186 work years estimated in conjunction with line extensions to products furnished by agencies associated with NIB.

Of the total work years, 1,759 or 82 percent were for agencies associated with NISH. Seventy-nine percent of the work years were linked to services additions, and 21 percent to product additions.

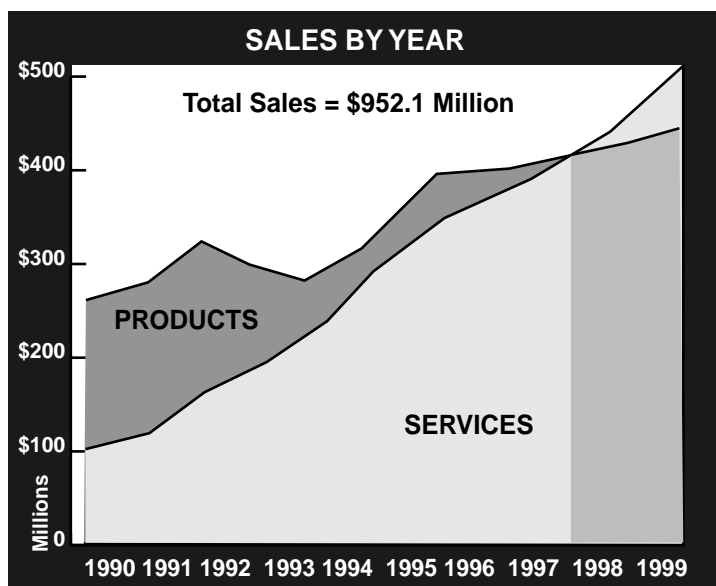


### Estimated Value of Additions to the Procurement List

As was the case in FY 1997 and FY 1998, the FY 1999 addition value data includes only the estimated value of regular additions to the Procurement List and not those linked to line extensions or GSA BOA jobs. The FY 1999 estimate of **\$125.7** million is divided into \$94.2 million or 75 percent for organizations associated with NISH and \$31.5 million or 25 percent for NIB associates. Of the \$125.7 million total, \$60 million or 48 percent was tied to service contract additions. The remaining \$65.7 million or 52 percent was linked to product additions.



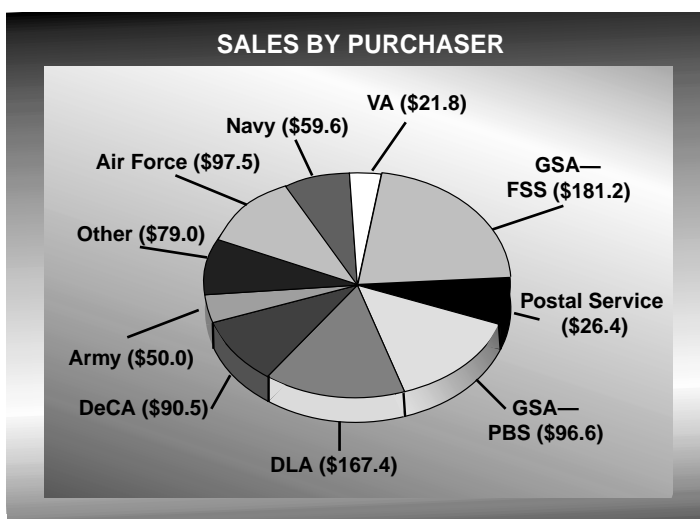
## Sales by Year



Continuing a tradition, the sales of JWOD products in FY 1999 surpassed previous year's figures, reaching **\$952.1 million**, or 13.9 percent increase over FY 1998. Agencies associated with NISH experienced increases in both product and service sales. Those agencies sold \$706.2 million under the JWOD Program, an increase over FY 1998 of almost 20 percent. Product sales rose from \$151 million to \$193.2 million (28%); service sales rose from \$438.8 million to \$513 million (17%).

Although service sales by NIB-associated agencies increased slightly, the overall JWOD sales by these agencies decreased from last year to \$245.9 million, or .2 percent. These agencies experienced an increase in service sales, rising 43 percent from \$13.8 million to \$19.8 million, but experienced a decrease in product sales from \$232.6 million to \$226.0 million.

## Sales by Purchaser



In FY 1999, sales to all but one of the major departments increased. Although the Federal Supply Service of the General Services Administration (GSA) continued to be one of the two most important Federal distributors for the JWOD Program, for the second year in a row, sales decreased

from FY 1998 sales of \$194.7 million to \$181.2 million in FY 1999. The highest increase in sales was to the other large buyer, the Defense Logistics Agency (DLA). Its sales increased \$32.7 million, from \$134.7 million in FY 1998 to \$167.4 million in FY 1999. The Department of Air Force became the JWOD Program's third largest customer with sales of \$97.5 million; however the Public Buildings Service of GSA was close behind with sales of \$96.6 million. The second highest increase in sales was to the Postal Service—\$26.4 million, or 61 percent, over FY 1998. Sales to the Department of Army and Defense Commissary Agency experienced significant increases—\$17 million and \$16.2 million respectively. Sales to the Department of Veterans Affairs and the Department of Navy also increased slightly. The "Other" category had a noticeable increase of \$16.2 million, or 31%. This includes sales made to all other Federal agencies, excluding Department of Treasury and Military Resale items, which had sales of \$18.4 million and \$17.4 million respectively.

## Outstanding Contributions Award—Commander Edwin Victoriano

**O**n October 20, 1998, **Commander Edwin Victoriano** was recognized at the NIB Annual Conference in St. Louis, Missouri, for his outstanding contributions to the Javits-Wagner-O'Day (JWOD) Program. While Director of the Supply Department at Great Lakes Naval Training Center, Victoriano identified the need to provide a source of supply for high-volume, low-cost materials which had previously been provided by the SERVMART System. After visiting the Base Supply Center operated at NAS Jacksonville, Victoriano decided that a SERVMART operated by a NIB-associated agency would be the best solution for the Navy and people who are blind.

Victoriano energized his staff to complete the project quickly, and most importantly, correctly. He wanted to ensure that all aspects



of the project were not only approved, but also supported by all command levels of the Navy and suppliers. Victoriano personally set up and conducted briefings on the project with the Command level at Great Lakes, and senior Navy Training Command personnel at NAS Pensacola. All of his efforts culminated in the opening of the Base Supply Center in April 1998. Victoriano's enthusiasm and

advocacy for the JWOD Program have produced demonstrable results—two new jobs created for blind employees at the base supply center and another distribution outlet for JWOD products, thus helping to sustain manufacturing jobs for blind

employees at other NIB-and NISH-associated agencies. In congratulating him, Chairperson Krump stated, "Commander Victoriano's drive, enthusiasm and leadership in placing a JWOD base supply center at the Great Lakes Naval Training Center and in educating others about such possibilities led to major achievements for the JWOD Program." ♣

## Outstanding Contributions Award— Federal Supply Service, Mid-Atlantic Region

**D**uring FY 1999, four individuals from the Federal Supply Service, Mid-Atlantic Region, were recognized for their outstanding contributions to the development of JWOD service jobs. **Denise Furtak** is a

Contract Specialist for GSA in Philadelphia. She administers two service contracts that employ 24 people who are blind. Furtak tirelessly assisted nonprofit agencies with the addition and modifications of their contracts and

recommends additional opportunities to ensure that people who are blind are employed in the future.

As Assistant Regional Commissioner, **Jack Williams** is an exemplary leader for the JWOD Program in the Mid-Atlantic Region. In

the Spring of 1999, GSA announced that it planned to reorganize its call centers. Part of GSA's plan was to eliminate the Franconia Supply Center and increase the number of customer service representatives at the center in Philadelphia. Williams and his staff worked with NIB and its associated agencies to staff the positions with people who are blind. Williams, along with **Matthew Peterson**, Director of the Franconia Supply Center, provided the indispensable leadership needed to preserve the jobs of eight people who are blind at the Franconia Supply Center.

Peterson has worked closely

*continued on page 18*



## Outstanding Contributions Award—Edward Gribbin

**E**dward Gribbin is a Project Manager for the Mid-Atlantic Region of the General Services Administration (GSA), Public Buildings Service (PBS), and serves as the Mid-Atlantic contact for JWOD. On May 17, 1999, he was presented with an Outstanding Contributions Award by Committee Chairperson Gary Krump at the NISH National Training Conference in Palm Desert, California.

Gribbin has the lead role in PBS-NISH partnering effort for the Mid-Atlantic Region. Gribbin has been singularly responsible for arranging and facilitating partnering sessions and negotiations with GSA/PBS Property Management and Contracting Officials, nonprofit agency

managers and NISH East Region Project Managers. His leadership has been apparent in the effective communication, motivation and cooperation demonstrated by all parties in this important process.

In addition, Gribbin identified janitorial services for performance by nonprofit agencies at six buildings and two potential expansions of existing services.

As Chairperson Krump indicated when congratulating Gribbin, his support of JWOD through his work with NISH East and each of the associated nonprofit agencies is "above and beyond the call of duty." Through his actions, Gribbin has demonstrated both professionalism on contract mat-



ters and a sincere desire to serve the needs of people who are severely disabled. ♣

## Outstanding Contributions Award—Gwen Crespina

**G**wen Crespina, Small Business Specialist for the Defense Industrial Supply Center (DISC), Philadelphia, Pennsylvania, was recognized at the NISH National Training Conference for her outstanding contributions to the Javits-Wagner-O'Day (JWOD) Program.

As the JWOD coordinator for over 10 years, Crespina has always provided quick, efficient and customer-centered support. She directly communicates with NISH National Office product research engineers and coordinates with each of the NISH Regional Office product engineering support teams on items being considered and approved for set-aside under JWOD. Crespina is especially effective in promoting the JWOD program with DISC buying officials. She has hosted numerous coordination meetings between



NISH and associate nonprofit agency staffs and DISC Engineering, Technical Support and Contracting Officers to identify manufacturing opportunities for persons with severe disabilities. Crespina

has also been instrumental in coordinating efforts to add over 100 products and services to the Procurement List. She has participated in many NISH National Training Conferences as a guest speaker and panel member. She also gives seminars and customer

service assistance to producing nonprofit agencies.

In presenting the award, Committee Chairperson Gray Krump recognized Crespina as being a full partner of the JWOD Team. ♣

## Outstanding Contributions Award—Cean Hartleben



**C**ean Hartleben was also presented with an Outstanding Contributions Award at the NISH National Training Conference. Hartleben is a Contract Specialist for the U.S. Army Armament and Chemical Acquisition and Logistics Activity (ACALA), Rock Island, Illinois. Driven by a desire to learn more about JWOD, NISH and the people with severe disabilities they serve,

Hartleben attended a NISH National Training Conference. She initiated preliminary contract discussions with NISH South Central Region and a nonprofit agency in Wichita, Kansas, for the production of ammunition magazines. Her leadership led to an open dialog between NISH, the nonprofit agency and Army engineering and technical support officials.

Although Hartleben did not have any experience working with JWOD, she never questioned the abilities of workers with severe disabilities to manufacture the 30-round ammunition magazine for the M-16 rifle. She provided quick response to contractual issues as they developed and smoothed the way for elimination of potential production delays. As of December 1998, 21 persons with disabilities were performing direct labor operations on the magazine

production line. The employment numbers will continue to increase as production reaches maximum capacity of 50,000 ammunition magazines per month.

In addition to the cost savings achieved in this contract, the Department of Army will reduce administrative lead time for future ammunition magazine buys from 300 days to 30 days. Hartleben received a citation from Dr. Kenneth Oscar, Deputy Assistant Secretary of the Army (Procurement), for utilizing her procurement skills and the JWOD Program to streamline the acquisition process.

The efforts of Hartleben have highlighted that Americans with severe disabilities are ready, willing and able to provide the top quality war fighting equipment necessary to support the combat readiness of our Armed Forces. ♣

## Outstanding Contributions Award—Lydia Falk

**L** Lydia Falk received an Outstanding Contributions Award at the NISH National Training Conference in recognition of support for the JWOD Program and NISH-associated nonprofit agencies in two NISH regions while serving at Cannon AFB, New Mexico (NISH South Central) and Davis Monthan AFB, Arizona (NISH West).

During her assignment at Cannon AFB, Falk was instrumental in the selection of the local nonprofit agency for the food service attendant and commissary services contracts. Her involvement with the nonprofit agency, NISH South Central Region and the functional managers for both of these activities led to the full

acceptance of the workers with severe disabilities as Cannon AFB team members.

While assigned to Davis Monthan AFB, Falk had a similar impact upon a local nonprofit agency. With skillful management



planning and coordination, she worked diligently with the base commander and staff, NISH West Region and the nonprofit agency to add a base-wide janitorial project and library service to the Procurement List. Falk has also been involved in plans for a postal service center and laundry services additions.

Falk's business manner has been described as firm, fair and yet caring for the Americans with severe disabilities who work on each of the contracts under her stewardship. As one of the nonprofit agency executives stated "After all of my dealings with federal contracting officials, Lydia

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## Peter J. Salmon Service Employee of the Year: Michelle Mills

**A**t the 1999 NIB National Conference in St Louis, Missouri, the National Industries for the Blind (NIB) honored **Michelle Mills** by naming her the Peter J. Salmon Service Employee of the Year. While growing up in a small town in Illinois, Mills struggled through school and at the age of 17 she was diagnosed with retinitis pigmentosa. Since school had been so difficult for her with an undiagnosed visual impairment, Mills considered her graduation the greatest accomplishment of her life. Afterwards, she joined the team at Hardees Restaurant, where she was promoted to assistant manager. After living in Alabama for a few years, Mills returned to Illinois and sought rehabilitation services from the

Chicago Lighthouse for People Who Are Blind or Visually Impaired. Here, for the first time, she met other people with visual impairments. When she enrolled in the office skills training program, Mills could type only 10 words a minute with six errors.

Nine months later, Mills tested at 50 words a minute with just one error and was named the Lighthouse's Student of the Year. Mills credits the Lighthouse with providing her an uplifting and



educational experience. "I met other people with visual impairments and learned that they did not let their blindness stop them from doing what they wanted to

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## Peter J. Salmon Manufacturing Employee of the Year: Edward Gonzalez

**E**dward Gonzalez was presented with the Peter J. Salmon Manufacturing Employee of the Year award during ceremonies at the 1999 NIB Annual Conference. Gonzalez is associated with The Chicago Lighthouse for People Who Are Blind or Visually Impaired. At the age of five, Gonzales lost all vision in his left eye a circumstance attributed to his premature birth, which also affected his heart. In 1979, he suffered total paralysis below the waist as a result of being shot. After a year in the hospital and another year in a rehabilitation program, he left in a wheelchair,

but was also equipped with braces on his legs. He could not



accept the doctors' predictions that he would never walk again. "I told the doctors they were wrong," said Gonzalez. "I exer-

cised every day, and eventually, I was able to walk with a cane." It was just about that time that Gonzalez lost the sight in his right eye. After three unsuccessful eye surgeries, Gonzalez was feeling pretty hopeless. But, he did not give up. In 1984, Gonzalez sought training at the State of Illinois Visually Handicapped Institute and was referred to The Chicago Lighthouse. After a short period of evaluation and training, he began working at the Lighthouse making hydraulic hoses and battery cables for trucks, building clocks and re-manufacturing laser cartridges.

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## NIB/NISH AWARD RECIPIENTS

### Milton J. Samuelson Career Achievement Award: Patricia C. Jarrett



**P**atricia Jarrett was honored by NIB with the presentation of the Milton J. Samuelson Career Achievement Award winner. Presented at the 1999 NIB National Conference, this award is bestowed on an individual who is employed within or outside an NIB-associated nonprofit agency in a competitive position. Jarrett is currently employed as a receptionist at Indus-

tries of the Blind in Greensboro, North Carolina, where she greets visitors, manages the switchboard, handles walk-in sales, and processes mail for a manufacturing plant with 113 employees.

Jarrett's story is one of courage and determination. Blinded as a teenager in 1977 during an abduction, Jarrett is also deaf in one ear and paralyzed on the right side as a result of the same incident. She spent months undergoing therapy and remained at home the next two years. She completed 10th and 11th grades through a home schooling program, returned to school for 12th grade, and was honored at her graduation in 1980 as the "most courageous senior." That fall, Jarrett entered college and majored in social work. After deciding to return home, she pursued courses in flower arranging and began selling her creations. In 1991, Jarrett entered a training program at Industries of the Blind in

Greensboro. She learned computer programs and developed business skills. With renewed confidence, Jarrett went for her first job interview and was hired by Sears TeleService Center as a customer service representative. For four years, she handled customer complaints and scheduled repair service calls.

Jarrett has served on the Greensboro Mayor's Committee for Persons with Disabilities, has been involved in initiatives to improve transportation for disabled people and has helped plan annual celebrations in recognition of the Americans with Disabilities Act. She was also a torchbearer for the Paralympics relay that came through Greensboro in 1996 on its way to Atlanta.

Today, Jarrett, 37, enjoys spending time at home with her husband and her dog. Her plans for the future include learning more about computers and taking on more responsibility at Industries of the Blind. ♡

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### Outstanding Contributions Award

*continued from page 14*

with NIB and its associated agencies to expand employment opportunities throughout Virginia. He has also made invaluable contributions to new product development by test marketing introductory products manufactured by NIB associated agencies and providing promotional materials to GSA customers. Peterson's efforts have resulted in creating full-time employment for 21 quality service jobs for people who are blind.

As the person directly responsible for the call center operation

at Philadelphia, **Joseph Bojanowski**, Customer Supply Manager, was one of the driving forces behind the expansion of the center from four customer service representatives to seventeen. Because of Bojanowski's positive, proactive commitment to the JWOD Program and those it serves, more employment opportunities are available to people who are blind.

Furtak accepted her award at the NIB Annual Conference in October 1998. Due to other commitments, Williams, Peterson

and Bojanowski were unable to accept their awards in person. Frank Pugliese, Commissioner, Federal Supply Service, and a member of the Committee, accepted the awards on their behalf. ♡

### Lydia Falk

*continued from page 16*

Falk is in a class all by herself. We really miss her." Falk has recently been reassigned to Fairchild AFB and will now provide support to a third NISH Region (NISH Northwest). ♡

## William M. Usdane Award Recipient—George Root

**G**eorge Root was selected by NISH to receive the William M. Usdane Award in recognition of overcoming many challenges and excelling in the Javits-Wagner-O'Day Program. He accepted the honor during the 1999 NISH National Training Conference in Palm Desert, California.

The challenges in Root's life began at age 3 with the death of his adoptive mother. His adoptive father remarried but died suddenly, leaving Root in the care of a stepmother who had little understanding of the quiet, non-communicative child. At age 11, Root's stepmother died and left him in the care of Michigan family services. Doctors were unwilling or unable to conclusively explain Root's unusual behaviors of isolation, limited communication and occasional aggressive acting out.

When Root turned 18, the Bray

family, who had been involved with him throughout his childhood, petitioned the court system to become his guardians. The Brays were able to get Root evaluated by doctors who determined that he was autistic.

When the Brays moved to Tennessee in 1993, Root was referred to The Advocacy & Resources Corporation (ARC) where he began working on a Javits-Wagner-O'Day (JWOD) Project for the manufacture of bakery mix items. With the support of the ARC staff and his new-found family, Root began to show significant improvements in his job skills and with his personal interactions with co-workers.

Today Root has become a leader among his co-workers. As a packager, Root completes multi-



task assignments and, at the same time, integrates complex quality and safety requirements on the production line. Root has also acquired the language and social skills to initiate the in-line training of new co-workers in quality and production requirements. Root is an example of a young man who has been able to defy many of the odds against him with the help of his family, a nonprofit agency and the JWOD Program. ♣

## Base Supply Centers

*continued from page 8*

Consequently, the percentage of JWOD sales achieved overall by the BSCs in FY 1999 demonstrates that the BSC network is an effective means of distributing JWOD products. No hard data is available regarding the dollar value of JWOD products sold in the past by military-run BSCs or the JWOD sales percentage of such stores. However, anecdotal evidence provided by nonprofit agencies that have taken over their operation leaves no doubt that most stores operated by nonprofit agencies sell substan-

tially more JWOD products than were sold previously. In addition to increasing sales of JWOD products (and, thereby, jobs for people with disabilities in producing agencies), the BSC initiative provided in-store work during FY 1999 for more than 100 individuals who are blind or have other severe disabilities. These nonprofit agency employees work as cashiers, stocking clerks, warehouse staff, and customer service representatives in integrated settings comparable to those found in the commercial sector.

The end of FY 1999 found 17 more BSC locations in the process

of being added to the JWOD Procurement List for operation by nonprofit agencies. In addition, six more nonprofit agencies associated with NIB had applied for authorization to operate BSCs.

As Government product distribution systems continue to evolve, the role of the growing network of JWOD-operated BSCs is likely to assume greater significance. Properly run, such facilities meet the military's needs, while demonstrating the abilities of people who are blind or severely disabled and generating jobs for such individuals through the sale of JWOD products. ♣



## Evelyne Villines Award Recipient—Sheldon Stapleton



**S**heldon Stapleton represents the difference that the Javits-Wagner-O'Day (JWOD) Program makes in the lives of the individuals it serves. Stapleton is a young man who has mental retardation, psychiatric disabilities and autism. In 1995, Stapleton moved to Florida and was referred to The Act Corporation. When he first came to The Act, Stapleton worked on a variety

of packaging and assembly operations. Stapleton's productivity and morale were low, however, because none of the jobs he worked on were of great interest to him.

Ever since arriving at The Act Corporation, Stapleton had expressed a near-obsessive interest in working with mechanical devices such as motors, which initially was a distraction at the workplace. However, a JWOD job that required manufacturing animal traps for the government offered the possibility of combining Stapleton's interest in mechanical devices with his need to learn appropriate job and socialization skills. Although he could not read, his ability to understand and work with mechanical devices was remarkable.

The job match proved successful for Stapleton who quickly took an interest in assembling the wire

and intricate metal latches that make up the traps. As a result of Stapleton's improved work habits and increased productivity, The Act Corporation began searching for work for him outside of the agency. After contacting 52 area businesses with no success, the Act staff persuaded a hesitant owner of a local bike shop to have Stapleton work for him.

By the end of the first week, Stapleton had been hired. Today, more than a year later, he has become an integral part of the daily routine at the store. Stapleton now lives in an assisted living facility where he pays rent and is working towards getting his own apartment someday. Stapleton continues to pursue his goal to someday work on small engines and has plans to attend a school that will provide him more formal, hands-on training in this area. His achievements were acknowledged during award ceremonies at the 1999 NISH National Training Conference. ♡

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### Edward Gonzalez *continued from page 17*

Today, Gonzalez, 41, assembles about 500 impact printer ribbon cartridges a day. He and his coworkers produce all the ribbons for the Illinois lottery. Gonzalez attributes the Lighthouse for his success today. "After I went totally blind, I never thought I would have my name back on a time card," said Eddie. "The Lighthouse is just like a family. They provided me with an occupation and a future. And I will never leave them because they are always there for me." Although in

constant pain from the injuries 20 years ago, Gonzalez keeps busy lifting weights, recording music, and taking care of his apartment. ♡

### Michelle Mills *continued from page 17*

do," said Michelle. "They gave me confidence in myself which was important because I grew up thinking I could not do anything because I was visually impaired."

In December of 1997, Mills landed the position of store clerk at a Servmart operated under the auspices of the JWOD Program by

Wiscraft, Inc. (an NIB-associated nonprofit agency) at the Great Lakes Naval Base in Waukegan, Illinois. She is responsible for shelf stocking, store maintenance, cashier duties, and operating a pallet jack in the warehouse.

Today, Mills, 34, is a single parent to her young daughter and is engaged with plans to marry this fall. She is a very active member of the Lions Club and is involved in their fundraising programs. Mills hopes to continue working at Wiscraft's Servmart because she says, "The people are really great!" ♡

## NONPROFIT AGENCIES PARTICIPATING IN THE JWOD PROGRAM

*Nonprofit agencies authorized to produce supplies and/or services under the JWOD Program during FY 1999 are listed below. There were a total of **631** nonprofit agencies with items on the Committee's Procurement List, a net increase of 8 from the 623 authorized in FY 1998. The net increase of 8 reflects 31 new participating agencies and 23 agencies that left the Program.*

### ALABAMA—9

Anniston  
Opportunity Center Easter Seal  
Rehabilitation Facility (NISH)  
Birmingham  
Alabama Goodwill Industries, Inc.  
(NISH)  
Gadsden  
Darden Rehabilitation Foundation  
(NISH)  
Huntsville  
Huntsville Rehabilitation  
Foundation (NISH)  
The ARC of Madison County, Inc.  
(NISH)  
Mobile  
GWI Services, Inc. (NISH)  
Montgomery  
Goodwill Industries of Central  
Alabama, Inc. (NISH)  
Muscle Shoals  
Northwest Alabama Easter Seal  
Children's Clinic—  
Rehabilitation Center (NISH)  
Talladega  
Alabama Industries for the Blind (NIB)

### ALASKA—3

Anchorage  
Assets, Inc. (NISH)  
Fairbanks  
Fairbanks Resource Agency, Inc.  
(NISH)  
Juneau  
REACH, Inc. (NISH)

### ARIZONA—12

Bisbee  
Cochise County Association for  
the Handicapped (NISH)  
Nogales  
Santa Cruz Training Programs,  
Inc. (NISH)  
Phoenix  
AFH Enterprises, Inc. (NISH)  
Arizona Industries for the Blind  
(NIB)  
Goodwill Community Service,  
Inc. (NISH)  
Tempe  
The Centers for Habilitation/TCH  
(NISH)  
Tucson  
Arizona Training Program at  
Tucson (NISH)  
Catholic Community Services of  
Southern Arizona (NISH)  
J.P. Industries, Inc. (NISH)  
Tetra Corporation (NISH)  
Tucson Association for the Blind  
and Visually Impaired (NIB)

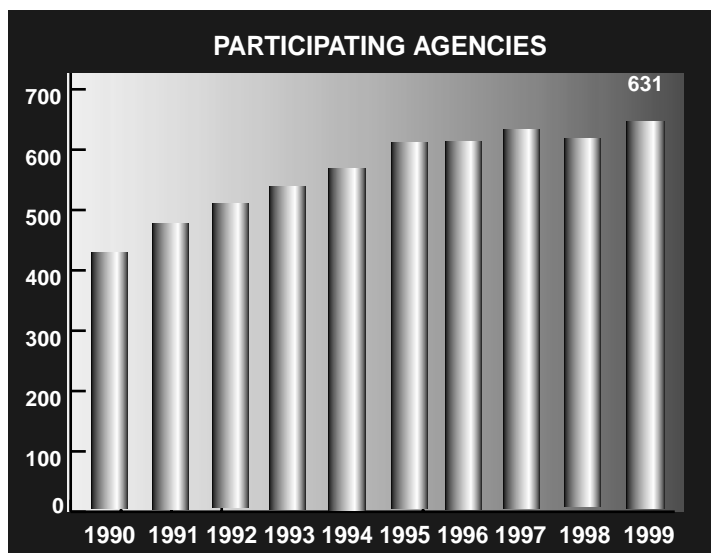
Yuma  
Yuma WORC Center, Inc. (NISH)

### ARKANSAS—9

Fort Smith  
Abilities Unlimited of Ft. Smith,  
Inc. (NISH)  
BOST Human Development  
Services (NISH)  
Hot Springs  
Abilities Unlimited of Hot  
Springs, Arkansas, Inc.  
(NISH)  
Jacksonville  
Pathfinder Schools, Inc. (NISH)  
Jonesboro  
Abilities Unlimited of Jonesboro,  
Inc. (NISH)  
Little Rock  
The Arkansas Lighthouse for the  
Blind (NIB)  
Magnolia  
Abilities Unlimited, Inc. (NISH)  
Pine Bluff  
Jenkins Memorial Children's  
Center and Jenkins Ind., Inc.  
(NISH)  
Texarkana  
Texarkana Sheltered Workshop,  
Inc. (NISH)

### CALIFORNIA—51

Atwater  
Kings View (NISH)  
Bakersfield  
The Bakersfield Association for  
Retarded Citizens, Inc.  
(NISH)  
Baldwin Park  
Work Orientation and  
Rehabilitation Company, Inc.  
(NISH)  
Chico  
Work Training Center for the  
Handicapped (NISH)  
Concord  
Phoenix Programs, Incorporated  
(NISH)  
El Centro  
Association for Retarded  
Citizens-Imperial Valley  
(NISH)  
Imperial County Work Training  
Center, Inc. (NISH)  
Fontana  
The Fontana Rehabilitation  
Workshop (NISH)  
Hanford  
Kings Rehabilitation Center, Inc.  
(NISH)  
Harbor City  
South Bay Vocational Center,  
Inc. (NISH)



Lancaster  
Desert Haven Enterprises, Inc.  
(NISH)  
Lompoc  
Life Options, Vocational and  
Resource Center (NISH)  
Los Angeles  
Asian Rehabilitation Services, Inc.  
(NISH)  
Exceptional Children's  
Foundation (NISH)  
Goodwill Industries of Southern  
California (NISH)  
Mission Viejo  
Vocational Visions (NISH)  
Mt. Shasta  
Siskiyou Opportunity Center  
(NISH)  
Napa  
Napa Valley P.S.I., Inc. (NISH)  
Oakland  
Calidad Industries, Inc. (NISH)  
Orange  
Orange County Association for  
Retarded Citizens (NISH)  
Palo Alto  
VTF Services (NISH)  
Pasadena  
Foothill Workshop for the  
Handicapped, Inc. (NISH)  
Perris  
Valley Resource Center for the  
Retarded, Inc. (NISH)  
Rancho Cucamonga  
Vocational Improvement Program  
(NISH)  
Red Bluff  
Tehama County Opportunity  
Center, Inc. (NISH)

Redding  
Shasta County Opportunity  
Center (NISH)  
Richmond  
Rubicon Programs, Inc. (NISH)  
Ridgecrest  
Desert Area Resources and  
Training (NISH)  
Rohnert Park  
North Bay Rehabilitation Services,  
Inc. (NISH)  
Roseville  
PRIDE Industries (NISH)  
Sacramento  
Crossroads Rehabilitation  
Systems, Inc. (NISH)  
Easter Seals Society of Superior  
California (NISH)  
Goodwill Labor Power, Inc. (NISH)  
San Diego  
Association for Retarded Citizens-  
San Diego (NISH)  
Job Options, Inc. (NISH)  
San Francisco  
Rose Resnick Lighthouse for the  
Blind & Visually Impaired  
(NIB)  
Toolworks, Inc. (NISH)  
Santa Ana  
Goodwill Industries of Orange  
County (NISH)  
Santa Clara  
Hope Rehabilitation Services  
(NISH)  
Project HIRED, Inc. (NISH)  
Santa Maria  
The ARC of Santa Maria Valley  
(NISH)  
Santa Rosa  
A-1 Services, Unlimited (NISH)



## NONPROFIT AGENCIES PARTICIPATING IN THE JWOD PROGRAM



*Steven Peterson prepares items to be mailed at Hope Rehabilitation Center.*

### CALIFORNIA—CONTINUED

South El Monte  
Lincoln Training Center and  
Rehabilitation Workshop  
(NISH)  
Stanford  
Service Disabled Veterans  
Business Association (NISH)  
Stockton  
Goodwill Industries of San  
Joaquin Valley, Inc. (NISH)  
Suisun City  
V-Bar Enterprises, Inc. (NISH)  
Torrance  
Social Vocational Services, Inc.  
(NISH)  
Truckee  
Pacific Coast Community Services  
(NISH)  
Vallejo  
Solano Diversified Services, Inc.  
(NISH)  
Ventura  
Association for Retarded Citizens-  
Ventura County, Inc. (NISH)  
Woodland  
Yolo Employment Services (NISH)

### COLORADO—6

Colorado Springs  
Goodwill Industrial Services  
Corporation (NISH)  
Denver  
Bayaud Industries, Inc. (NISH)  
Platte River Industries, Inc. (NISH)  
Fort Collins  
Foothills Gateway, Inc. (NISH)  
Pueblo  
Pueblo Diversified Industries, Inc.  
(NISH)  
Westminster  
North Metro Community Services  
for Developmentally Disabled  
(NISH)

### CONNECTICUT—7

Bridgeport  
The Kennedy Center, Inc. (NISH)  
Enfield  
Greater Enfield Allied  
Rehabilitation Centers, Inc.  
(NISH)  
New Britain  
CW Resources, Inc. (NISH)  
Uncasville  
Easter Seal Rehabilitation Center  
of Southeastern Connecticut,  
Inc. (NISH)  
Waterbury  
Easter Seal Rehabilitation Center  
of Greater Waterbury, Inc.  
(NISH)  
West Hartford  
BESB Industries (NIB)  
Windsor  
The Greater Hartford Easter Seal  
Rehabilitation Center, Inc.  
(NISH)

### DELAWARE—3

Milford  
Kent-Sussex Industries, Inc.  
(NISH)  
New Castle  
Delaware Industries for the Blind  
(NIB)  
Wilmington  
Opportunity Center, Inc. (NISH)

### DISTRICT OF COLUMBIA—7

Ability Unlimited, Inc. (NISH)  
Anchor Mental Health Association  
(NISH)  
Columbia Lighthouse for the  
Blind (NIB)  
Davis Memorial Goodwill  
Industries (NISH)  
D.C. Association for Retarded  
Citizens, Inc. (NISH)

Lt. Joseph P. Kennedy Institute  
(NISH)  
National Association of  
Concerned Veterans (NISH)

### FLORIDA—22

Daytona Beach  
ACT, CORP. (NISH)  
Work Oriented Rehabilitation  
Center, Inc. (NISH)  
Fort Lauderdale  
Goodwill Industries of Broward  
County, Inc. (NISH)  
United Cerebral Palsy of Broward  
County, Inc. (NISH)  
Gainesville  
Association for Retarded Citizens  
Alachua County (NISH)  
Green Cove Springs  
CCAR Services, Inc. (NISH)  
Jacksonville  
Goodwill Industries of North  
Florida, Inc. (NISH)  
Lake City  
CARC—Advocates for Citizens  
with Disabilities (NISH)  
Miami  
Easter Seal Society of Dade  
County, Inc. (NISH)  
Goodwill Industries of South  
Florida, Inc. (NISH)  
Hope Center, Inc. (NISH)  
Orlando  
Goodwill Industries of Central  
Florida, Inc. (NISH)  
The Epilepsy Association of  
Central Florida, Inc. (NISH)  
Pensacola  
Lakeview Center, Inc. (NISH)  
Riviera Beach  
Seagull Industries for the  
Disabled, Inc. (NISH)  
Rockledge  
ARC—Brevard, Inc. (NISH)  
Brevard Achievement Center, Inc.  
(NISH)  
St. Petersburg  
JobWorks, Inc. (NISH)  
The Pinellas Association for  
Retarded Children (NISH)  
Tampa  
Tampa Lighthouse for the Blind,  
Inc. (NIB)  
West Palm Beach  
Gulfstream Goodwill Industries,  
Inc. (NISH)  
Lighthouse for the Blind of the  
Palm Beaches, Inc. (NIB)

### GEORGIA—23

Albany  
Goodwill Industries of South  
Georgia, Inc. (NISH)  
Athens  
Kelley Diversified, Inc. (NISH)  
Atlanta  
Goodwill Industries of Atlanta,  
Inc. (NISH)  
The Bobby Dodd Center, Inc.  
(NISH)  
Augusta  
East Georgia Easter Seal Society  
(NISH)

Bainbridge  
Georgia Industries for the Blind  
(NIB)  
Columbus  
Power Works Industries, Inc.  
(NISH)  
Dublin  
The Middle Georgia Easter Seal  
Society, Inc. (NISH)  
Dunwoody  
Jewish Vocational Service, Inc.  
(NISH)  
Jonesboro  
WORKTEC (NISH)  
La Grange  
New Ventures, Inc. (NISH)  
Macon  
Goodwill Vocations, Inc. (NISH)  
Marietta  
Nobis Enterprises, Inc. (NISH)  
Montezuma  
Macon County Mental  
Retardation Services Center  
(NISH)  
Plains  
Middle Flint Health Care-Sumter  
County Mental Retardation  
Center (NISH)  
Rome  
Sheltered Work Services of Rome,  
Inc. (NISH)  
Savannah  
Coastal Center for Developmental  
Services, Inc. (NISH)  
Goodwill Industries of the Coastal  
Empire, Inc. (NISH)  
Smyrna  
Blind & Low Vision Services of  
North Georgia (NIB)  
Thomasville  
Thomas-Grady Mental  
Retardation Services Center  
(NISH)  
Warner Robins  
Epilepsy Association of Georgia,  
Inc. (NISH)  
Family Support Alliance for the  
Mentally Ill, Inc. (NISH)  
Houston County Association for  
Exceptional Citizens, Inc. (NISH)

### GUAM—1

Agana  
Able Industries of the Pacific (NISH)

### HAWAII—7

Hilo  
The ARC of Hilo (NISH)  
Honolulu  
Goodwill Industries of Honolulu,  
Inc. (NISH)  
Ho'opono Workshop for the Blind  
(NIB)  
Lanakila Rehabilitation Center  
(NISH)  
Network Enterprises, Inc. (NISH)  
Wahiawa  
Opportunities for the Retarded,  
Inc. (NISH)  
Wailuku  
Ka Lima O Maui (NISH)

## NONPROFIT AGENCIES PARTICIPATING IN THE JWOD PROGRAM

### IDAHO—9

Blackfoot  
Dawn Enterprises, Inc. (NISH)  
Boise  
The Arc, Inc. (NISH)  
Caldwell  
Western Idaho Training  
Company, Inc. (NISH)  
Couer D'Alene  
TESH, Inc. (NISH)  
Eagle  
Trace, Inc. (NISH)  
Idaho Falls  
Development Workshop, Inc.  
(NISH)  
Lewiston  
Opportunities Unlimited, Inc.  
(NISH)  
Pocatello  
New Day Products, Inc. (NISH)  
Sandpoint  
Panhandle Special Needs, Inc.  
(NISH)

### ILLINOIS—21

Alton  
Challenge Unlimited, Inc. (NISH)  
Anna  
Rehabilitation and Vocational  
Education Program, Inc. (NISH)  
Belleville  
St. Clair Associated Vocational  
Enterprises, Inc. (NISH)  
Carthage  
Hancock County Mental Health  
Center, Inc. (NISH)  
Chicago  
Ada S. McKinley Community  
Services, Inc. (NISH)  
Chicago Association for Retarded  
Citizens (NISH)  
Jewish Vocational Services and  
Employment Center (NISH)  
Lester and Rosalie ANIXTER  
CENTER (NISH)  
The Chicago Lighthouse for  
People who are Blind or  
Visually Impaired (NIB)  
Danville  
REHAB Products and Services, Inc.  
(NISH)  
Lanark  
Rolling Hills Progress Center, Inc.  
(NISH)  
Mt. Vernon  
Jefferson County Comprehensive  
Services, Inc. (NISH)  
Paris  
Human Resources Center of  
Edgar and Clark Counties  
(NISH)  
Peoria  
Community Workshop and  
Training Center, Inc. (NISH)  
Princeton  
Gateway Services, Inc. (NISH)  
Rock Island  
Alliance for the Mentally Ill of  
Rock Island & Mercer  
Counties (NISH)  
Association of Retarded Citizens  
of Rock Island County (NISH)

Rockford  
Omni Business Services, Inc.  
(NISH)  
Rolling Meadows  
Clearbrook Center, Inc. (NISH)  
Waukegan  
GWS, Inc. (NISH)  
West Frankfort  
Franklin-Williamson Human  
Services, Inc. (NISH)

### INDIANA—9

Bloomington  
Stone Belt ARC, Inc. (NISH)  
Gary  
Tradewinds Rehabilitation  
Center, Inc. (NISH)  
Indianapolis  
Bosma Industries for the Blind, Inc.  
(NIB)  
Crossroads Rehabilitation Center,  
Inc. (NISH)  
Goodwill Industries of Central  
Indiana, Inc. (NISH)  
Michigan City  
Michiana Resources, Inc. (NISH)  
New Albany  
Rauch Rehabilitation &  
Developmental Services, Inc.  
(NISH)  
Paoli  
Orange County Rehabilitative  
and Developmental Services,  
Inc. (NISH)  
Vincennes  
Knox County Association for  
Retarded Citizens, Inc. (NISH)

### IOWA—6

Des Moines  
Goodwill Industries of Central  
Iowa (NISH)  
Iowa City  
Goodwill Industries of Southeast  
Iowa (NISH)  
Marshalltown  
Mid-Iowa Workshops, Inc.  
(NISH)  
Newton  
Progress Industries (NISH)  
Shenandoah  
Nishna Productions, Inc. (NISH)  
Sioux City  
Wall Street Mission—Goodwill  
Industries Rehabilitation  
Center (NISH)

### KANSAS—5

Lawrence  
Cottonwood, Inc. (NISH)  
Salina  
Occupational Center of Central  
Kansas, Inc. (NISH)  
Topeka  
Kansas Industries for the Blind  
(NIB)  
Wichita  
Center Industries Corporation  
(NISH)  
Envision, Inc. (NIB)

### KENTUCKY—7

Corbin  
Southeastern Kentucky  
Rehabilitation Industries, Inc.  
(NISH)  
Danville  
Pioneer Vocational/Industrial  
Services (NISH)  
Hopkinsville  
Pennyroyal Regional Mental  
Health-Mental Retardation  
Board, Inc. (NISH)  
Lexington  
Opportunity Workshop of  
Lexington, Inc. (NISH)  
Louisville  
Custom Manufacturing Services,  
Inc. (NISH)  
Kentucky Industries for the Blind  
(NIB)  
Owensboro  
Opportunity Center Workshop,  
Inc. (NISH)

### LOUISIANA—12

Baton Rouge  
Louisiana Industries for the  
Disabled, Inc. (NISH)  
Berwick  
Bayou Industrial Maintenance  
Services, Inc. (NISH)  
Jena  
La Salle Association for the  
Developmentally Delayed, Inc.  
(NISH)  
Lake Charles  
Calcasieu Association for  
Retarded Citizens, Inc. (NISH)  
Leesville  
Vernon Sheltered Workshop, Inc.  
(NISH)  
Many  
Association for Retarded Citizens  
of Sabine, Inc. (NISH)

Monroe  
Industries for the Blind and  
Visually Impaired (NIB)  
New Orleans  
Goodworks, Inc. (NISH)  
The Lighthouse for the Blind in  
New Orleans (NIB)  
Shreveport  
Louisiana Association for the  
Blind (NIB)  
North Louisiana Goodwill  
Industries & Rehabilitation  
Center, Inc. (NISH)  
The Arc of Caddo-Bossier (NISH)

### MAINE—5

Auburn  
Pathways, Inc. (NISH)  
Augusta  
Motivational Services, Inc. (NISH)  
Belfast  
Group Home Foundation (NISH)  
Portland  
Goodwill Industries of Northern  
New England (NISH)  
Maine Center for the Blind and  
Visually Impaired (NIB)

### MARYLAND—14

Aberdeen  
The ARC of Northern Chesapeake  
Region, Inc. (NISH)  
Baltimore  
Alliance, Inc. (NISH)  
Baltimore Association for  
Retarded Citizens, Inc. (NISH)  
Blind Industries and Services of  
Maryland (NIB)  
Goodwill Industries of the  
Chesapeake, Inc. (NISH)  
Sinai Hospital of Baltimore (NISH)  
The Chimes, Inc. (NISH)



*Elvina Goodson performs laundry services at Goodwill Industrial Services Corporation.*

## NONPROFIT AGENCIES PARTICIPATING IN THE JWOD PROGRAM



*Melwood Horticultural Training Center employee Julian Johnson provides janitorial/custodial services at the USDA George Washington Carver Center in Beltsville, Maryland.*

Easton  
Chesapeake Bay Industries, Inc. (NISH)  
Frederick  
The Jeanne Bussard Center, Inc. (NISH)  
Hagerstown  
Hagerstown Goodwill Industries, Inc. (NISH)  
Hollywood  
The St. Mary's County Developmental Center, Inc. (NISH)  
Rockville  
The ARC of Montgomery County, Inc. (NISH)  
Silver Spring  
CHI Centers, Inc. (NISH)  
Upper Marlboro  
Melwood Horticultural Training Center (NISH)

### MASSACHUSETTS—15

Boston  
Community Workshops, Inc. (NISH)  
Morgan Memorial Goodwill Industries, Inc. (NISH)  
Braintree  
Consolidated Products and Services, Inc. (NISH)  
Cambridge  
Massachusetts Commission for the Blind/Ferguson Industries for the Blind (NIB)  
Chicopee  
FOR Community Services, Inc. (NISH)  
Easthampton  
Riverside Industries, Inc. (NISH)  
Hyannis  
Nauset, Inc. (NISH)  
Lawrence  
American Training, Inc. (NISH)  
Malden  
Triangle, Inc. (NISH)

New Bedford  
The Opportunity Center of Greater New Bedford, Inc. (NISH)  
North Quincy  
Work, Incorporated (NISH)  
Pittsfield  
Berkshire County ARC, Inc. (NISH)  
Springfield  
Goodwill Industries of the Springfield/Hartford Area, Inc. (NISH)  
Human Resources Unlimited (NISH)  
Worcester  
Seven Hills Occupational & Rehabilitation Services, Inc. (NISH)

### MICHIGAN—16

Alpena  
Northeastern Michigan Rehabilitation and Opportunity Center (NISH)  
Ann Arbor  
Washtenaw County Community Mental Health Board (NISH)  
Battle Creek  
Calhoun County Community Mental Health Services (NISH)  
Navigations, Inc. (NISH)  
Caro  
Tuscola County Community Mental Health Services (NISH)  
Grand Rapids  
Hope Network, Inc. (NISH)  
Holland  
Kandu Industries, Inc. (NISH)  
Kalamazoo  
Midwest Enterprises for the Blind (NIB)  
MRC Industries, Inc. (NISH)  
Kingsford  
Trico Opportunities, Inc. (NISH)

Lansing  
Peckham Vocational Industries, Inc. (NISH)  
Pontiac  
New Horizons of Oakland County, Inc. (NISH)  
Port Huron  
The Arc of St. Clair County (NISH)  
Saginaw  
Saginaw Valley Rehabilitation Center, Inc. (NISH)  
Sault Ste. Marie  
Northern Transitions, Inc. (NISH)  
Southfield  
Jewish Vocational Service and Community Workshop (NISH)  
Three River Falls  
Occupational Development Center, Inc. (NISH)

### MINNESOTA—6

Duluth  
Duluth Lighthouse for the Blind (NIB)  
Goodwill Industries Vocational Enterprises, Inc. (NISH)  
Minneapolis  
Tasks Unlimited, Inc. (NISH)  
Rochester  
Ability Building Center, Inc. (NISH)  
St. Paul  
MDI Government Services, Inc. (NISH)

### MISSISSIPPI—12

Greenville  
Allied Enterprise of Washington County (NISH)  
Greenwood  
Allied Enterprise of Greenwood (NISH)  
Gulfport  
Goodwill Industries of South Mississippi, Inc. (NISH)  
Hazlehurst  
Signature Works, Inc. (NIB)  
Jackson  
Allied Enterprise of Jackson (NISH)  
Mississippi Industries for the Blind (NIB)  
Long Beach  
Allied Enterprises of Harrison County (NISH)  
Meridian  
Allied Enterprises of Meridian (NISH)  
Oxford  
Allied Enterprises of Oxford (NISH)  
Picayune  
South Mississippi Regional Center (NISH)  
Ridgeland  
Goodwill Industries of Mississippi, Inc. (NISH)  
Vicksburg  
Warren County Association for Retarded Citizens, Inc. (NISH)

### MISSOURI—9

Independence  
Independence and Blue Springs Industries, Inc. (NISH)  
Kansas City  
Alphapointe Association for the Blind (NIB)  
Helping Hand of Goodwill Industries Extended Employment Sheltered Workshop, Inc. (NISH)  
Marshfield  
Web-co Custom Industries, Inc. (NISH)  
Sedalia  
Cooperative Workshops, Inc. (NISH)  
Springfield  
Springfield Workshop, Inc. (NISH)  
St. Louis  
Lighthouse for the Blind (NIB)  
Metropolitan Employment and Rehabilitation Service (NISH)  
MGI Services Corporation (NISH)

### MONTANA—4

Billings  
Community Option Resource Enterprises, Inc. (NISH)  
Butte  
BSW, Inc. (NISH)  
Helena  
Helena Industries, Inc. (NISH)  
Missoula  
Opportunity Resources, Inc. (NISH)

### NEBRASKA—3

Lincoln  
Goodwill Industries, Inc. (NISH)  
Nebraska City  
Region V Services (NISH)  
Omaha  
Goodwill Industries, Inc. (NISH)

### NEVADA—3

Las Vegas  
Opportunity Village Association for Retarded Citizens (NISH)  
Southern Nevada Sightless, Inc. (NIB)  
Sparks  
United Cerebral Palsy of Northern Nevada (NISH)

### NEW HAMPSHIRE—2

Keene  
Wyman Way Cooperative, Inc. (NISH)  
Lebanon  
West Central Services (NISH)

### NEW JERSEY—8

Augusta  
SCARC, Inc. (NISH)



## NONPROFIT AGENCIES PARTICIPATING IN THE JWOD PROGRAM

Cedar Knolls  
Occupational Training Center of  
Morris County (NISH)  
Edison  
Edison Sheltered Workshop, Inc.  
(NISH)  
Hackensack  
North Jersey Friendship House,  
Inc. (NISH)  
Mt. Holly  
Occupational Training Center of  
Burlington County (NISH)  
Orange  
The First Occupational Center of  
New Jersey (NISH)  
Somerset  
New Jersey Association of the  
Deaf-Blind, Inc. (NIB)  
Westmont  
Bestwork Industries for the Blind,  
Inc. (NIB)

### NEW MEXICO—5

Albuquerque  
Adelante Development Center,  
Inc. (NISH)  
New Mexico Industries for the Blind  
(NIB)  
RCI, Inc. (NISH)  
Clovis  
ENMRSH, Inc. (NISH)  
Las Cruces  
Tresco, Inc. (NISH)

### NEW YORK—41

Albany  
Northeastern Association of the  
Blind at Albany, Inc. (NIB)  
Amsterdam  
Montgomery County Chapter,  
NYSARC, Inc. (NISH)  
Binghamton  
Sheltered Workshop for the  
Disabled, Inc. (NISH)  
The Blind Work Association, Inc.  
(NIB)  
Brooklyn  
Federation Employment and  
Guidance Service (NISH)  
Buffalo  
Blind Association of Western New  
York (NIB)  
Niagara Frontier Vocational  
Rehabilitation Center, Inc. (NISH)  
Canandaigua  
Ontario County Chapter, NYSARC—  
Abbey Industries (NISH)  
Canton  
St. Lawrence County Chapter,  
NYSARC (NISH)  
Cortland  
J. M. Murray Center, Inc. (NISH)  
Fairport  
Continuing Developmental  
Services, Inc. (NISH)  
Fulton  
Oswego Industries, Inc. (NISH)  
Jamestown  
Chautauqua County Chapter,  
NYSARC, Inc. (NISH)

Long Island City  
New York City Industries for the  
Blind (NIB)  
Malone  
Citizen Advocates, Inc. (NISH)  
Menands  
The Workshop, Inc. (NISH)  
Middletown  
New Dynamics, Corp. (NISH)  
Orange County Rehabilitation  
Center, Occupations, Inc.  
(NISH)  
New York City  
Fedcap Rehabilitation Services,  
Inc. (NISH)  
The Corporate Source, Inc.  
(NISH)  
The Lighthouse, Inc. (NIB)  
Niagara Falls  
Niagara County Chapter,  
NYSARC (NISH)  
Oakdale  
Skills Unlimited, Inc. (NISH)  
Olean  
Cattaraugus County Chapter,  
NYSARC (NISH)  
Peekskill  
Community Aid for Retarded  
Children, Inc. (NISH)  
Plattsburgh  
Clinton County Chapter,  
NYSARC, Inc. (NISH)  
Poughkeepsie  
Dutchess County Chapter,  
NYSARC, Inc. (NISH)  
Rochester  
Lifetime Assistance, Inc. (NISH)  
Rochester Rehabilitation Center,  
Inc. (NISH)  
The Association for the Blind and  
Visually Impaired and  
Goodwill Industries of Greater  
Rochester, Inc. (NIB)  
Sardinia  
Suburban Adult Services, Inc.  
(NISH)  
Scotia  
Schenectady County Chapter  
NYSARC, Inc. (NISH)  
Slingerlands  
Albany County Chapter, NYSARC,  
Inc. (NISH)  
Syracuse  
Aurora of Central New York (NIB)  
Consolidated Industries of  
Greater Syracuse, Inc. (NISH)  
Utica  
Central Association for the Blind  
and Visually Impaired, Inc. (NIB)  
Human Technologies  
Corporation, Inc. (NISH)  
The Arc, Onieda-Lewis Chapter,  
NYSARC (NISH)  
Walton  
Delaware County Chapter,  
NYSARC, Inc. (NISH)  
Waterloo  
SNYSARC, Inc., Seneca-Cayuga  
Counties Chapter (NISH)  
Watertown  
Jefferson County Center, NYSARC  
(NISH)

### NORTH CAROLINA—16

Boone  
Watauga Opportunities, Inc.  
(NISH)  
Charlotte  
Lions Services, Inc. (NIB)  
Cherokee  
Vocational Opportunities of  
Cherokee, Inc. (NISH)  
Durham  
Durham Exchange Club  
Industries, Inc. (NISH)  
Lions Club Industries for the  
Blind, Inc. (NIB)  
Fayetteville  
Windows of Opportunities  
Vocational Training Center  
(NISH)  
Greensboro  
Industries of the Blind, Inc. (NIB)  
Greenville  
Eastern Carolina Vocational  
Center, Inc. (NISH)  
Jacksonville  
Coastal Enterprises of  
Jacksonville, Inc. (NISH)  
Kinston  
Lions Industries for the Blind, Inc.  
(NIB)  
Marble  
Industrial Opportunities, Inc.  
(NISH)  
New Bern  
CETC Employment  
Opportunities, Inc. (NISH)  
North Wilkesboro  
Wilkes County Vocational  
Workshop, Inc. (NISH)  
Raleigh  
Raleigh Lions Clinic for the Blind, Inc.  
(NIB)  
Winston-Salem  
Goodwill Industries of Northwest  
North Carolina, Inc. (NISH)  
Winston-Salem Industries for the  
Blind, Inc. (NIB)

### NORTH DAKOTA—5

Bismark  
Pride, Inc. (NISH)  
Fargo  
Vocational Training Center  
(NISH)  
Jamestown  
Alpha Opportunities, Inc. (NISH)  
Minot  
Minot Vocational Adjustment  
Workshop, Inc. (NISH)  
Valley City  
Open Door Center (NISH)

### OHIO—21

Akron  
Community Support Services,  
Inc. (NISH)  
Weaver Industries, Inc. (NISH)  
Canton  
The Workshops, Inc. (NISH)  
Cincinnati  
Cincinnati Association for the Blind  
(NIB)  
CRI, Inc. (NISH)  
Ohio Valley Goodwill Industries  
Rehabilitation Center, Inc.  
(NISH)  
The Clovernook Center—  
Opportunities for the Blind  
(NIB)  
Cleveland  
Cleveland Skilled Industries (NIB)  
VGS, Inc. (NISH)  
Dayton  
Eastway Corporation (NISH)  
Goodwill Industries of the Miami  
Valley (NISH)  
Elyria  
Murray Ridge Production Center,  
Inc. (NISH)  
Mansfield  
Richland County Board of Mental  
Retardation and  
Developmental Disabilities  
(NISH)  
Marion  
MARCA Industries, Inc. (NISH)



*Harold Jackson, an employee at Alphapointe Association for the Blind, works on the production of stick-type ballpoint pens.*

## NONPROFIT AGENCIES PARTICIPATING IN THE JWOD PROGRAM



*Joanna Richardson, an employee of The Association for the Blind and Visually Impaired and Goodwill Industries of Greater Rochester, Inc., works on the production of postable note pads.*

### OHIO—CONTINUED

Newark  
Licking-Knox Goodwill Industries, Inc. (NISH)  
Springfield  
Clark County Board of Mental Retardation and Developmental Disabilities (NISH)  
Stryker  
Quadco Rehabilitation Center, Inc. (NISH)  
Toledo  
ContracTech, Inc. (NISH)  
Xenia  
Greene, Inc. (NISH)  
Youngstown  
Burdman Group, Inc. (NISH)  
Youngstown Area Goodwill Industries, Inc. (NISH)

### OKLAHOMA—16

Anadarko  
APEX, Inc. (NISH)  
Edmond  
The Meadows Center for Opportunity, Inc. (NISH)  
Enid  
Opportunity Productions, Inc. (NISH)  
Idabel  
Sonray Industries (NISH)  
Lawton  
Goodwill Industries of Southwest Oklahoma, Inc. (NISH)  
Midwest City  
Mid-Del Group Home, Inc. (NISH)  
Moore  
Work Activity Center, Inc. (NISH)  
Muskogee  
Goodwill Industries of Muskogee (NISH)

Oklahoma City  
Comprehensive Community Services Corporation (NISH)  
Oklahoma County Council for Mentally Retarded Citizens, Inc. (NISH)  
Oklahoma Goodwill Industries, Inc. (NISH)  
The Oklahoma League for the Blind (NIB)  
Stigler  
Kibois Community Action Foundation, Inc. (NISH)  
Tulsa  
Gatesway Foundation, Inc. (NISH)  
Goodwill Industries of Tulsa, Inc. (NISH)  
Woodward  
Oklahoma's Action Rehabilitation Centers (NISH)

### OREGON—11

Astoria  
Clatsop County Development Training Center Association (NISH)  
Eugene  
Pearl Buck Center, Inc. (NISH)  
Lebanon  
Willamette Valler Rehabilitation Center (NISH)  
Medford  
Living Opportunities, Inc. (NISH)  
Milwaukie  
CCI Enterprises, Inc. (NISH)  
Portland  
Blind Enterprises of Oregon (NIB)  
Portland Habilitation Center, Inc. (NISH)  
St. Vincent DePaul Rehabilitation Services of Oregon (NISH)

The Port City Development Center (NISH)  
Roseburg  
Sunrise Enterprises of Roseburg, Inc. (NISH)  
Salem  
The Garten Foundation (NISH)

### PENNSYLVANIA—37

Aston  
Elwyn Incorporated (NISH)  
Athens  
Penn-York Opportunities, Inc. (NISH)  
Beaver Meadows  
Carbon Training Center, Inc. (NISH)  
Bethlehem  
Via of the Lehigh Valley, Inc. (NISH)  
Chester  
Delaware County Branch of the Pennsylvania Association for the Blind (NIB)  
Coatesville  
Chester County Branch of the Pennsylvania Association for the Blind, Inc. (NIB)  
Erie  
Dr. Gertrude A. Barber Center, Inc. (NISH)  
Greensburg  
Rehabilitation Center & Workshop, Inc. (NISH)  
Westmoreland County Branch, Pennsylvania Association for the Blind, Inc. (NIB)  
Harrisburg  
Goodwill Services, Inc. (NISH)  
Indiana  
ICW Vocational Services, Inc. (NISH)  
Indiana County Blind Association, Inc. (NIB)  
Johnstown  
Cambria County Association for the Blind and Handicapped, Inc. (NISH)  
Goodwill Industries of the Conemaugh Valley, Inc. (NISH)  
Lancaster  
Susquehanna Association for the Blind and Visually Impaired (NIB)  
Lewiston  
Juniata Branch, Pennsylvania Association for the Blind, Inc. (NISH)  
Lower Gwynedd  
Delta Community Supports, Inc. (NISH)  
Meadow Lands  
Futtrel, Inc. (NISH)  
Mechanicsburg  
Cumberland-Perry Association for Retarded Citizens (NISH)  
New Castle  
Lark Enterprises, Inc. (NISH)  
New Kensington  
Family Services of Western Pennsylvania, Inc. (NISH)  
Philadelphia  
Horizon House, Inc. (NISH)

P.A.T.H. (People Acting to Help), Inc. (NISH)  
Pittsburgh  
ARC, Allegheny County Chapter—Parc-Way Industries (NISH)  
Goodwill Commercial Services (NISH)  
Pittsburgh Vision Services, Inc. (NIB)  
The Easter Seal Society of Western Pennsylvania (NISH)  
Vocational Rehabilitation Center of Allegheny County, Inc. (NISH)  
Pottsville  
United Cerebral Palsy of Schuylkill, Carbon and Northumberland Counties (NISH)  
Scranton  
Allied Health Care Services (NISH)  
Sharon  
Mercer County Branch, Pennsylvania Association for the Blind (NISH)  
Washington  
Washington-Greene County Branch, Pennsylvania Association for the Blind (NIB)  
White Haven  
White Haven Center (NISH)  
Wilkes-Barre  
United Rehabilitation Services, Inc. (NISH)  
Williamsport  
Hope Enterprises, Inc. (NISH)  
North Central Sight Services, Inc. (NIB)  
York  
York County Blind Center (NIB)

### RHODE ISLAND—3

Newport  
Newport County Chapter of Retarded Citizens, Inc. (NISH)  
North Providence  
Greater Providence Chapter, Rhode Island Association for Retarded Citizens (NISH)  
Pawtucket  
In-Sight (NIB)

### SOUTH CAROLINA—19

Aiken  
The Tri-Development Center of Aiken County, Inc. (NISH)  
Beaufort  
Beaufort Vocational Rehabilitation Center (NISH)  
Camden  
Camden Vocational Rehabilitation Training Center (NISH)  
Charleston  
Goodwill Industries of Lower South Carolina, Inc. (NISH)  
Conway  
Horry County Disability/Special Needs Branch (NISH)

## NONPROFIT AGENCIES PARTICIPATING IN THE JWOD PROGRAM

### SOUTH CAROLINA— continued

Easley  
 Pickens County Board for the  
 Mentally Retarded and  
 Developmentally Disabled,  
 Inc. (NISH)  
 Florence  
 Florence County Disabilities and  
 Special Needs Board (NISH)  
 Greenville  
 Greenville County Disabilities &  
 Special Needs Board (NISH)  
 Greenwood  
 Emerald Center Multi-County  
 Board for Disabilities and  
 Special Needs (NISH)  
 North Charleston  
 Goodwill Industries of Lower  
 South Carolina, Inc. (NISH)  
 Orangeburg  
 Orangeburg County Disabilities  
 and Special Needs Board  
 (NISH)  
 Rock Hill  
 York County Mental Retardation  
 and Developmental  
 Disabilities Board (NISH)  
 Seneca  
 Oconee-Pickens Work Training  
 Center (NISH)  
 Spartanburg  
 The Charles Lea Center for  
 Rehabilitation and Special  
 Education, Inc. (NISH)  
 Summerville  
 Dorchester County Board of  
 Disabilities and Special Needs  
 (NISH)  
 Sumter  
 The Genesis Center (NISH)  
 Sumter Developmental Learning  
 Center & Special Needs Board  
 (NISH)  
 Walterboro  
 Walterboro Vocational  
 Rehabilitation Center (NISH)  
 West Columbia  
 Columbia Vocational  
 Rehabilitation Center (NISH)

### SOUTH DAKOTA—5

Aberdeen  
 Adjustment Training Center, Inc.  
 (NISH)  
 Hot Springs  
 Southern Hills Developmental  
 Services, Inc. (NISH)  
 Huron  
 Huron Area Adjustment Training  
 Center, Inc. (NISH)  
 Rapid City  
 BH Services, Inc. (NISH)  
 Sioux Falls  
 Sioux Vocational Services Inc.  
 (NISH)

### TENNESSEE—10

Clarksville  
 Progressive Directions, Inc.  
 (NISH)  
 Cookeville  
 Advocacy and Resources  
 Corporation (NISH)  
 Johnson City  
 Dawn of Hope Development  
 Center, Inc. (NISH)  
 Knoxville  
 Goodwill Industries—Knoxville,  
 Inc. (NISH)  
 Knox County Association for  
 Retarded Citizens (NISH)  
 Memphis  
 Memphis Goodwill Industries, Inc.  
 (NISH)  
 Shelby Residential & Vocational  
 Services, Inc. (NISH)  
 Morristown  
 Lions Volunteer Blind Industries,  
 Inc. (NIB)  
 Nashville  
 Ed Lindsey Industries for the  
 Blind, Inc. (NIB)  
 Goodwill Industries of Middle  
 Tennessee, Inc. (NISH)

### TEXAS—37

Abilene  
 Abilene Goodwill Industries, Inc.  
 (NISH)  
 Amarillo  
 Goodwill Industries of Amarillo,  
 Inc. (NISH)  
 Austin  
 Goodwill Industries of Central  
 Texas, Inc. (NISH)  
 St. Vincent DePaul Rehabilitation  
 Services of Texas, Inc. (NISH)  
 The Travis Association for the  
 Blind (NIB)  
 Beaumont  
 Goodwill Industries of Southeast  
 Texas, Inc. (NISH)  
 Statewide Consolidated  
 Community Development  
 Corp., Inc. (NISH)  
 Conroe  
 Tri-County Mental Health and  
 Mental Retardation Services  
 (NISH)  
 Corpus Christi  
 Nueces County Mental Health-  
 Mental Retardation  
 Community Center (NISH)  
 South Texas Lighthouse for the  
 Blind (NIB)  
 The RC Foundation, Inc. (NISH)  
 Dallas  
 Dallas Lighthouse for the Blind,  
 Inc. (NIB)  
 Fairweather Associates, Inc.  
 (NISH)  
 Goodwill Industries of Dallas, Inc.  
 (NISH)  
 El Paso  
 Goodwill Industries of El Paso  
 (NISH)  
 National Center for Employment  
 of the Disabled (NISH)

Fort Worth  
 Expanco, Inc. (NISH)  
 Goodwill Industries of Fort Worth,  
 Inc. (NISH)  
 Tarrant County Association for the  
 Blind (NIB)  
 Houston  
 Center for the Retarded, Inc.  
 (NISH)  
 The Lighthouse for the Blind of  
 Houston (NIB)  
 San Angelo  
 Concho Resource Center (NISH)  
 MHMR Services for the Concho  
 Valley (NISH)  
 West Texas Lighthouse for the  
 Blind, Inc. (NIB)  
 San Antonio  
 Bexar County Mental Health-  
 Mental Retardation Center  
 (NISH)  
 Development Resources, Inc. (NISH)  
 Goodwill Industries of San  
 Antonio (NISH)  
 Physically Challenged Service  
 Industries, INC. (NISH)  
 San Antonio Lighthouse (NIB)  
 South Texas Housing and  
 Community Development  
 Corporation (NISH)  
 World Technical Services, Inc.  
 (NISH)  
 Tyler  
 Andrews Center (NISH)  
 East Texas Lighthouse for the  
 WorkSource Enterprises (NISH)  
 Waco  
 Heart of Texas Goodwill Industries  
 Inc. (NISH)  
 Wichita Falls  
 Beacon Lighthouse, Inc. (NIB)  
 Wichita Falls State Hospital (NISH)  
 Work Services Corporation (NISH)



*Fairfax Opportunities Unlimited employee Nanou Mol packs a medical module kit.*

Ogden  
 Enable Industries, Inc. (NISH)  
 Salt Lake City  
 Utah Industries for the Blind (NIB)  
 St. George  
 Washington County Association  
 for Retarded Citizens (NISH)

### VERMONT—1

Colchester  
 Champlain Vocational Services,  
 Inc (NISH)

### VIRGINIA—25

Alexandria  
 Fairfax Opportunities Unlimited,  
 Inc. (NISH)  
 Arlington  
 Sheltered Occupational Center of  
 Northern Virginia, Inc. (NISH)  
 Bedford  
 Longwood Industries, Inc. (NISH)  
 Charlottesville  
 WorkSource Enterprises (NISH)  
 Chesapeake  
 Chesapeake Service Systems, Inc.  
 (NISH)  
 Farmville  
 Southside Training, Employment  
 and Placement Services, Inc.  
 (NISH)  
 Fredericksburg  
 Rappahannock Goodwill  
 Industries, Inc. (NISH)  
 Gloucester  
 Lewis B. Puller Vocational Center,  
 Inc. (NISH)  
 Hampton  
 Association for Retarded Citizens  
 of the Peninsula, Inc. (NISH)  
 Leesburg  
 Every Citizen Has an Opportunity,  
 Inc. (NISH)  
 Lynchburg  
 Lynchburg Sheltered Industries,  
 Inc. (NISH)

### UTAH—4

Clearfield  
 Pioneer Adult Rehab. Center,  
 Davis County School District  
 (NISH)



## NONPROFIT AGENCIES PARTICIPATING IN THE JWOD PROGRAM

### VIRGINIA—CONTINUED

Manassas  
 Didlake, Inc. (NISH)  
 Norfolk  
 Goodwill Industries of Tidewater, Inc. (NISH)  
 Louise W. Eggleston Center, Inc. (NISH)  
 Portsmouth  
 Portco, Inc. (NISH)  
 Radford  
 New River Valley Workshop, Inc. (NISH)  
 Richmond  
 Goodwill Services, Inc. (NISH)  
 Virginia Industries for the Blind (NIB)  
 Salem  
 Goodwill Industries of Tinker Mountain, Inc. (NISH)  
 Springfield  
 Mt. Vernon-Lee Enterprises, Inc. (NISH)  
 Virginia Beach  
 Community Alternatives, Inc. (NISH)  
 Diversified Industrial Concepts, Inc. (NISH)  
 Williamsburg  
 Colonial Workshop, Inc. (NISH)  
 Winchester  
 Northwestern Workshop, Inc. (NISH)  
 Wytheville  
 Mount Rogers Community Mental Health-Mental Retardation Services Board (NISH)

### WASHINGTON—25

Bellingham  
 Cascade Christian Services (NISH)  
 Lake Whatcom Residential and Treatment Center (NISH)  
 Bremerton  
 Holly Ridge Center, Inc. (NISH)  
 Peninsula Services (NISH)  
 Clarkston  
 Asotin County Board of Commissioners—Developmental Services (NISH)  
 Ellensburg  
 Elmview (NISH)  
 Issaquah  
 AtWork! (NISH)  
 Kennewick  
 Columbia Industries (NISH)  
 Oak Harbor  
 New Leaf, Inc. (NISH)  
 Olympia  
 Morningside, Inc. (NISH)  
 Port Angeles  
 Diversified Industries, Inc. (NISH)  
 Port Townsend  
 Skookum Educational Programs (NISH)  
 Republic  
 Ferry County Community Services (NISH)  
 Seattle  
 Northwest Center for the Retarded (NISH)  
 Office Careers, Inc. (NISH)  
 Seattle Mental Health Institute, Inc. (NISH)  
 Skills, Inc. (NISH)  
 The Lighthouse for the Blind, Inc. (NIB)



*Under the BOA contract, Lois Bridgeman, a SKILTEMP employee from Tarrant County Association for the Blind, works as a receptionist at the Federal Building in Ft. Worth, Texas.*

Shoreline:  
 United Cerebral Palsy Association of King-Snohomish Counties (NISH)  
 Spokane  
 Career Connections (NISH)  
 Career Path Services—Employment and Training Center (NISH)  
 Pre-Vocational Training Center (NISH)  
 Sumner  
 VADIS Northwest (NISH)  
 Walla Walla  
 Lillie Rice Center (NISH)  
 Yakima  
 Yakima Specialties, Inc. (NISH)

Weirton  
 Hancock County Sheltered Workshop, Inc. (NISH)  
 Wheeling  
 Russell Nesbitt Services, Inc. (NISH)

### WISCONSIN—9

Eau Claire  
 L. E. Phillips Career Development Center, Inc. (NISH)  
 Fond du Lac  
 Brooke Industries, Inc. (NISH)  
 Green Bay  
 Brown County Association for Retarded Citizens, Inc. (NISH)  
 La Crosse  
 ORC Industries, Inc. (NISH)  
 Milwaukee  
 Associated Industries for the Blind (NIB)  
 Industries for the Blind, Inc. (NIB)  
 Milwaukee Center for Independence, Inc. (NISH)  
 Wiscraft Inc.-Wisconsin Enterprises for the Blind (NIB)  
 Tomah  
 Handi-Shop Industries, Inc. (NISH)

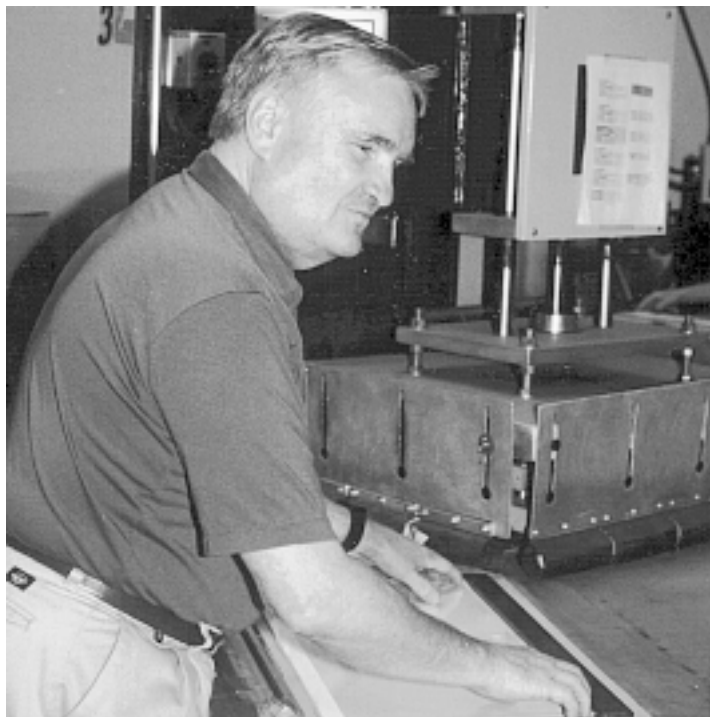
### WEST VIRGINIA—12

Buckhannon  
 Buckhannon-Upshur Work Adjustment Center, Inc. (NISH)  
 Charleston  
 Shawnee Hills Community Mental Health-Mental Retardation Center, Inc. (NISH)  
 Clarksburg  
 Job Squad, Inc. (NISH)  
 Craigsville  
 Sheltered Workshop of Nicholas County, Inc. (NISH)  
 Huntington  
 Goodwill Industries of KYOWVA, Inc. (NISH)  
 Prestera Center for Mental Health Services, Inc. (NISH)  
 Maben  
 Wyoming County Workshop, Inc. (NISH)  
 Parkersburg  
 SW Resources, Inc. (NISH)  
 Ronceverte  
 Gateway Industries, Inc. (NISH)  
 Star City  
 PACE Training and Evaluation Center, Inc. (NISH)

### WYOMING—3

Casper  
 Northwest Community Action Programs of Wyoming, Inc. (NISH)  
 Cheyenne  
 Goodwill Industries of Wyoming, Inc. (NISH)  
 Magic City Enterprises, Inc. (NISH)

*Designed and Produced by  
 Skardon Pover, Inc.  
 Visual & Marketing  
 Communications  
 Art Direction: Yvonne Pover*



*South Texas Lighthouse for the Blind employee Dwight Jolliffe works on the production of 3-ring binders.*

## COMMITTEE STAFF

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Louis R. Bartalot  
*Deputy Director (Operations)*

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*Operations Analyst*

Mary-Carolyn Bell  
*Secretary*

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*Operations Analyst*

Helen L. Black  
*Contract Cost/Price Analyst*

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*Program Analyst*

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Connie S. Corley  
*Associate Director for  
Administration*

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*Program Marketing Specialist*

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*General Counsel*

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Josephine L. Neish  
*Operations Analyst*

Stephen R. Orr  
*Program Analyst*

B. Joan Smith  
*Program Analyst*

Rita L. Wells  
*Deputy Director (Policy  
and Program Coordination)*

Kimberly M. Zeich  
*Program Manager*

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Telephone: 703-603-7740  
FAX: 703-603-0655



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FAX: 703-998-8268



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13665 Lakefront Drive  
Earth City, MO 63045-1401  
Telephone: 314-739-8005  
FAX: 314-739-0841

**Customer Service Hotline**  
800-433-2304



## NISH:

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Vienna, VA 22182-5200  
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FAX: 703-849-8916



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FAX: 703-849-8741

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FAX: 770-426-7666

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